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# REPORT

OF THE

# DEPARTMENT OF LABOUR

FOR THE

FISCAL YEAR ENDED MARCH 31, 1909

PRINTED BY ORDER OF PARLIAMENT



OTTAWA

PRINTED FOR C. H. PARMELEE, PRINTER TO THE KING'S MOST  
EXCELLENT MAJESTY.

1909

[No. 36—1910]







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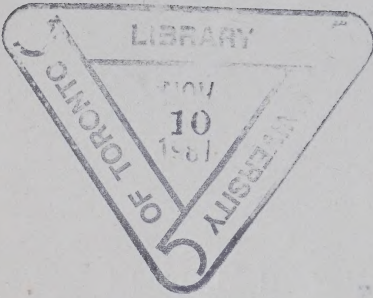


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1909

[No. 36—1910]





*To His Excellency the Right Honourable Sir Albert Henry George, Earl Grey,  
G.C.M.G., &c., Governor-General of Canada.*

MAY IT PLEASE YOUR EXCELLENCY :

The undersigned has the honour to forward to Your Excellency the accompanying Report of the Deputy Minister on the work of the Department of Labour of the Dominion of Canada, for the fiscal year ended March 31, 1909, all of which is respectfully submitted.

W. L. MACKENZIE KING,  
*Minister of Labour.*



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REPORT  
OF THE  
DEPUTY MINISTER OF LABOUR  
FOR THE  
FISCAL YEAR ENDED MARCH 31,  
1909

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DEPARTMENT OF LABOUR,

OTTAWA, July 14, 1909.

To the Honourable W. L. MACKENZIE KING, M.P., C.M.G.

Minister of Labour.

SIR,

I have the honour to submit a report on the work of the Department of Labour for the fiscal year ended March 31, 1908.

It is satisfactory to be able to record that the Department continued during the year to develop actively along the lines laid down in former years.

The marked features of the year's work were the continued active operation of the Industrial Disputes Investigation Act, enacted, it will be remembered, on March 22, 1907; and the continuance of enquiries and missions arising directly or indirectly out of the question of Oriental immigration and the anti-Oriental outbreak at Vancouver, B.C., in September, 1907. The incident of the year which perhaps most intimately concerned the Department was the retirement of Mr. W. L. Mackenzie King, C.M.G., from the Deputy Ministership, a position which Mr. King had occupied from its inception.

The Department continued during the year to receive numerous and gratifying evidences of the recognition its work is receiving throughout the Dominion. From many Departments in foreign countries entrusted with kindred duties also it has received requests for information as to methods of procedure, and copies of the laws and regulations entrusted to its administration, and has been many times assured that the Department of Labour of Canada stands high in the estimation of the outside world as a leading factor in the great work of social reform in which all progressive countries are to-day more or less actively engaged.



The growing influence of the *Labour Gazette*, too, the circulation of which to-day is higher than at any preceding date, nearly 14,000 copies having been distributed during the closing month of the fiscal year, apart from several hundred additional copies laid aside for subsequent distribution, is a further and most gratifying evidence of the increasing appreciation of the Department by the public and of the deepening interest in industrial questions manifested by important sections of the community. It may be added that the *Labour Gazette* is not circulated exclusively to any one class, but on the contrary includes among its readers on the one hand the most thoughtful representatives of the working classes and on the other hand the most progressive workers of the world of finance and commerce, as well as of the great majority of serious and active economic thinkers and workers. Several hundred subscriptions were received, for instance, during the year from the bankers of Canada, who had suddenly awakened to the value of the contents of the publication to those of their profession whose duties required them to follow the economic and industrial movements of the day. It may be added that the Dominion is undoubtedly more freely represented by the *Labour Gazette* in official and public offices and in institutions of learning in foreign lands than by any other Canadian journal. The importance therefore of placing the publication on a level where it may worthily represent Canada and place before the world a faithful and intelligent record of its industrial and economical progress from month to month cannot be too highly estimated.

#### ECONOMIC AND INDUSTRIAL CONDITIONS DURING THE YEAR.

The fiscal year 1908-09 continued to show in a diminishing degree the ill effects of the period of commercial depression which set in during the late summer months of 1907, beginning with a sharp financial stringency in the United States, which modified in a marked manner conditions in the Dominion. The changed economic situation, brought suddenly about in the latter half of 1907, caused the Government, it will be remembered, to take steps to eliminate the poorer class of immigration, which was done by requiring that each immigrant should on reaching Canada possess \$50 or \$25 in cash, according to the season of the year. This regulation was continued throughout the past fiscal year with the result that the poorer immigrants from Europe became greatly fewer in number; the number of immigrants from the United States meantime practically held its own, the home-seekers from that country being usually of a type not affected by the regulations mentioned. The actual figures of the immigration for the two years showed 262,469 arrivals for the fiscal period 1907-8 as against 115,561 for the fiscal period 1908-9. It may be added that the closing month of the last fiscal year, March, 1909, the first month as a rule to yield any considerable immigration returns, showed a considerable increase in the number of immigrants from the United States, the figures being respectively, for March, 1908, 6,162, and for March, 1909, 9,182.

At the date of writing there is every reason to believe that the immigration for the coming year will considerably exceed that for the fiscal year 1908-9. The excellent crop of 1908, the monetary return for which was placed at \$432,500,000,

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an unprecedentedly high total, assisted greatly in re-establishing Canada on a sound and healthy basis, though still hardly enabling it to attain to the high level of 1906 and 1907. An increased acreage in the West, and the continuance of projects of railway construction on an extensive scale give, at the present time, the best of prospects for the coming year.

Wages showed no great fluctuations during the year, but there was a tendency to fall in some industries, notably in inexperienced labour, lumbering and certain manufactures, particularly textile workers. There was more than the average amount of unemployment during the winter months. The cost of living remained about stationary, which is perhaps a satisfactory fact on the whole to record, the increase year by year previously since the beginning of the century having been very marked.

## INDUSTRIAL DISPUTES.

The number of industrial disputes resulting in strikes or lockouts during the fiscal year 1908-9 was greatly less than during the preceding year, and smaller than for any period during which a record has been kept. Owing, however, to this diminished total including two strikes of unusually large dimensions and extending over a somewhat unusual period of time, the number of days' work lost on account of strikes was larger than for several years. The two strikes in question were those respectively of the machinists and carmen of the Canadian Pacific Railway and of the cotton mill hands in the province of Quebec. The first of these was the result of a change of schedule on the part of the management of the Canadian Pacific Railway with relation to the classes of employees concerned. The dispute was referred for investigation before a Board of Conciliation and Investigation established under the Industrial Disputes Investigation Act, 1907, as the provisions of that statute require, and the parties concerned not being in this way brought to an agreement, it was found impossible to avert the threatened strike. The strike, which extended throughout the length and breadth of Canada, lasted from August 1 to October 5, when it was formally settled by the acceptance of the terms recommended by the Board. The struggle caused some degree of inconvenience, but the public was perhaps agitated by alarm at what might and doubtless would have happened had the strike continued yet longer rather than by any injuries which were actually sustained.

The number of men concerned was estimated at about 8,000 and it is satisfactory to be able to state that although many of the strikers were undoubtedly reduced to a condition of considerable distress, there was at no time during the existence of the strike, so far as came to the knowledge of the Department, any incident approaching a disturbance of the public peace, or in fact anything other than a strict observance of the spirit of the law so far as it bore on the situation.

The other serious strike during the year concerned, as stated, the employees of the great cotton manufacturing companies of the province of Quebec, and again affected several thousand employees, occurring during the months of May and June. The frequent interruptions, extending over several years, to this industry on account of differences between employers and employees, suggested an unusual strain in the conditions of employment, and the Dominion Govern-



ment in the month of June appointed Mr. W. L. Mackenzie King, C.M.G., then Deputy Minister of Labour, a Royal Commissioner to enquire into the conditions under which the industry was carried on with special references to the causes of the frequent disputes. The Deputy Minister conducted an inquiry under this commission and a report of the same was duly presented to Parliament, an abstract of the report being contained in the present volume.

#### ADMINISTRATION OF THE INDUSTRIAL DISPUTES INVESTIGATION ACT.

The administration of the Industrial Disputes Act during the year was, as stated above, one of the marked features of the year's work. This subject will be fully discussed elsewhere and it need only be remarked here that at the end of two years of active operation of the Act there were to be named but two instances in which industrial disputes, having been referred under the terms of this statute, were marked by strikes or lockouts, one such case occurring in each year; the difficulty in the fiscal year 1907-8, it will be remembered, concerned the Cumberland Railway and Coal Company of Springhill, N.S., and the difficulty in the fiscal year 1908-9 was that mentioned above relating to the machinists and carmen of the Canadian Pacific Railway Company. In both these cases the recommendations reached as a result of the inquiry under the Act were ultimately accepted by both parties and remain substantially the conditions under which in each case work is being carried on to-day.

The total number of disputes referred under the terms of the Act and disposed of during these two years was 55, of which 53 were disposed of without strikes or lockouts following. When it is remembered that the Act does not undertake to prevent or to settle all industrial disputes, but only to "aid" in the prevention or settlement, of disputes of a certain class, as is very explicitly set forth in its title—"An Act to aid in the prevention and settlement of strikes and lockouts," &c., it will doubtless be conceded that the law has established an admirable record for the first two years of its life. That it has "accomplished the main purpose for which it was enacted" was the conclusion of Mr. Victor Clarke, the eminent American sociologist of Washington, D.C., formed after a thorough investigation of the operations of the measure, conducted at the personal request of Mr. Roosevelt, then President of the United States. It may be remarked that several States of the United States have framed measures approximating that of Canada, and an act has recently been introduced into the Transvaal Legislature modelled closely on the Canadian law.

#### CONTINUED PUBLIC INTEREST IN THE ACT.

Enquiries continued to be received during the year from all quarters, and especially from the United States, with regard to the working of the Act, the fullest information being required and given. A curious and interesting development in this respect is the number of occasions on which the measure has been made the subject of debate between neighboring colleges and high schools in the United States, which have been brought to the attention of the Department by reason of requests for information; it is more than probable that there were

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other such occasions when no such request was preferred and the incident did not, therefore, come to the attention of the Department. One instance will be sufficient to show the general character of these debates. In the month of February, 1909, a debate of the character indicated was arranged to take place between students representing the University of Manitoba and the University of Dakota respectively. The question at issue was the merits of the Industrial Disputes Investigation Act, 1907, and it curiously happened that it fell to the students of the American University to defend the Act in opposition to the arguments of the Canadian institution. The debate took place at Winnipeg on Feb. 26, the Hon. T. Mayne Daly, Minister of the Interior for Canada in a former administration, being in the chair. Three students spoke on either side and the Chairman decided that the supporters of the Act were victorious in debate. Judging from the correspondence files of the Department such debates must have been frequent among the university students of the United States, and there is some gratification in realizing that a piece of Canadian legislation should thus serve as a stimulus to enquiry and debate in foreign lands concerning the foremost economic question of the day. In furnishing information concerning the Act copies of the annual report of the Department are freely distributed and it has been therefore thought desirable to include in the present report the text of the Act itself; it is believed that this course may also prove a convenience for the general reader.

## ORIENTAL IMMIGRATION ENQUIRIES, ETC.

Referring more fully to the second of the two notable features of the year's work mentioned above, namely, the further missions and investigations associated with the Department and arising more or less directly out of the problem of Oriental Immigration and the anti-Oriental disturbances at Vancouver, B.C., in September, 1907, it may be remarked that some of the enquiries of this class falling near the beginning of the fiscal year 1908-09 and the proceedings connected with which were briefly foreshadowed in the annual report of last year, are more comprehensively dealt with in the present volume. The enquiries and missions bearing on this subject which fell partly or wholly within the fiscal year 1908-09 were the following, namely:—

1. Mission of the Deputy Minister of Labour to Great Britain to confer with the British authorities on the subject of immigration from the Orient and from India in particular.
2. Enquiry of the Deputy Minister of Labour under Royal Commission into the losses and damages sustained by the Chinese residents of Vancouver, B.C., on the occasion of the Anti-Asiatic riots in that city September, 1907.
3. Appointment of Mr. W. L. Mackenzie King, M.P., C.M.G., former Deputy Minister of Labour, as a member of the British delegation to the Joint Opium Commission called to meet at Shanghai, China, in February, 1909.

The subject of Oriental Immigration continued to be a subject of deep interest to the general public, more particularly to the public of British Columbia where the great majority of the Oriental population is resident. The inflamed state of public feeling, noticeable a year ago, appears to have wholly disappeared,

owing doubtless to the diminution almost to the vanishing point of the numbers of immigrants from Japan and India respectively, a result achieved by the mission to Japan in 1907-8 of the Honourable Rodolphe Lemieux, then Minister of Labour, and by the mission to England in 1908 with reference to immigration from the East Indies, of Mr. W. L. Mackenzie King, then Deputy Minister of Labour.

In addition to the proceedings in connection with the enquiries outlined above, a report was presented to Parliament by Mr. W. L. Mackenzie King during the year on the result of an enquiry made by him into the opium traffic existing in Canada, evidence of which had come to his attention while conducting the enquiry into the Chinese losses at Vancouver. Recommendations looking to the suppression of the traffic which were included by Mr. King in the report were the basis of legislation enacted in the closing days of the 1907-8 session of Parliament. This voluntary enquiry and the legislation growing out of it appeared to afford special ground for the appointment of Mr. King to the joint Commission meeting at Shanghai. It may be mentioned in connection with this last named mission that Mr. King received instructions to proceed to China by way of India, and to avail himself of the opportunity of being in each of these countries to make for the information of the Government of Canada some personal enquiry into and concerning certain phases of the problem of Oriental immigration so far as it related to Canada, and to confer with the authorities of these countries.

#### RETIREMENT OF MR. W. L. MACKENZIE KING FROM THE DEPUTY-MINISTERSHIP.

There remains for fuller reference an incident of the year closely affecting the welfare of the Department and already mentioned briefly in the foregoing pages, the retirement, namely, of Mr. W. L. Mackenzie King, C.M.G., from the position of Deputy Minister, an office he had held from the inception of the Department in June, 1900. It is impossible in an official publication of the character of the present volume to make clear to what an exceptional degree the Department of Labour has been identified with its retiring deputy head, but it would appear to be a manifest obligation on Mr. Mackenzie King's successor to place on record the appreciation by himself and those who with him had served under that gentleman's direction of the broad lines on which the work of the Department had been conducted and of the spirit of earnestness and enthusiasm with which he sought, seldom without success, to inspire all those associated with that work. Mr. King, it may be further remarked, in a letter addressed under date of September 21, to the Minister announcing his retirement assigned as his reason for this course "a sense of public duty and a belief that the larger sphere of politics afforded ampler opportunities of public service." "There is hardly a phase of our national life," Mr. King went on to say, "which does not affect industrial conditions and which industrial conditions do not in turn affect, and my interest in the welfare of Canada and the people of this Dominion leads me to desire an opportunity of sharing in the solution of some of the larger problems which are arising and will continue to arise in this connection."



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The Honourable Rodolphe Lemieux, Minister of Labour, in his letter of acceptance, after expressing his deep personal regret at the severance of Mr. Mackenzie King's relation with the Department, continued:—

“ Well knowing, moreover, from my close association with you during the past three years your great capacity in affairs, your varied, and unique experience in matters affecting the great industrial issues of Canada, and the earnestness and zeal with which you have worked to promote the welfare especially of the wage-earning classes of Canada, I realize how severe for Canada would be the loss were your separation from the Department to entail a real interruption of your work. I look forward, however, to your finding in the larger arena of public life now opening before you, opportunity for continuing those efforts in the direction of industrial and economic advancement which have already earned for you a distinguished reputation far beyond the bounds of the Dominion.”

At the General Election for the Dominion Parliament, which took place in October, 1908, Mr. Mackenzie King was elected a member of the House of Commons for the riding of North Waterloo.

## APPOINTMENT OF NEW DEPUTY MINISTER.

The place of the retiring Deputy Minister was filled by the appointment from October 1 of Mr. F. A. Acland, who had been Secretary of the Department since March 1, 1907, and had been acting Deputy Minister during the frequent absences subsequent to that date, on account of various official missions, of Mr. Mackenzie King.

## APPOINTMENT OF ASSISTANT DEPUTY MINISTER.

On March 16, Mr. Gerald H. Brown, of Ottawa, Ont., was appointed Assistant Deputy Minister of the Department, filling thus the vacancy caused by the promotion of Mr. F. A. Acland. Mr. Brown had been for many years a well-known Canadian journalist and possessed qualifications which appeared to make the appointment especially appropriate. Mr. Brown assumed his duties on March 22.

## GENERAL WORK OF THE DEPARTMENT.

The general work of the Department continues throughout the year without interruption, showing continued development and expansion, these last mentioned being especially evident in the editing and circulation of the *Labour Gazette*, in the number of Fair Wage schedules prepared, and in the volume of inquiries concerning work of the Department received and answered.

## DEPARTMENT ELEVATED TO SEPARATE PORTFOLIO.

It will be proper before concluding this chapter to refer to a further event of special importance and interest to all interested in the work of the Department, the announcement, namely, by the Prime Minister during the month of October, 1908, that it was the intention of the Government to elevate the Department of Labour to the rank of a separate portfolio, presided over by a Minister of

Labour. Hitherto, the Department had been attached for the most part to the portfolio of the Postmaster-General and the successive Postmasters-General from the days of Sir William Mulock had been also the successive Ministers of Labour. The representatives of organized labour in Canada had many times urged that this step should be taken and there is every reason to believe that under the new conditions contemplated the Department will find yet larger fields of work and will become a more potent influence in the social and economic life of Canada.

At the end of the financial year the projected change had not come actually into effect, but, slightly anticipating the course of events, it may be stated that during the last week of the session of Parliament the Premier introduced a measure framed on the lines indicated and providing that there should be a Minister of Labour who should have charge of the Department of Labour. The Bill passed both Houses and received the Royal assent on the prorogation of Parliament on May 19. On June 2, Mr. W. L. Mackenzie King, C.M.G., member for North Waterloo in the Dominion House of Commons and former Deputy Minister of Labour was sworn in by Minister of Labour and member of the Privy Council.

#### THE YEAR ABROAD.

In concluding this introductory chapter it will not be out of place to say that the period covered by the report has been one of special and peculiar interest to all interested in observing the economic and social movements of the world outside Canada. Few industrial countries have been during the year as free as Canada from the more disturbing aspects of the struggle between capital and labour. Disastrous and sometimes tragic strikes have been reported in many lands—Australia, New Zealand, Natal, Great Britain, France, the United States, etc., all far exceeding in gravity and loss any that Canada has experienced during the same period. On the other hand the year has seen legislation of the most advanced character on many social and economic questions by various countries, and especially by Great Britain. A reference to such matters does not fall strictly within a review of the work of the Department but it is one of the duties of the Department to endeavor to keep in touch with social and economic conditions the world over, and the literature of the year has teemed with evidences of legislative activity on these subjects.

#### EFFECTS OF THE CIVIL SERVICE AMENDMENT ACT.

The enactment of the Civil Service Amendment Act during the year affected the status of two members of the staff who by virtue of the provisions of the Act became permanent instead of temporary officers of the Department. The increase of clerical work required the appointment in January, 1909, of an additional stenographer.

CHANGES IN THE STAFF OF CORRESPONDENTS.

The following changes in the staff of correspondents of the *Labour Gazette* occurred during the year, viz. :—

J. R. Falconer, to be correspondent for Chatham, N.B., and district, to replace Theodore Debrisay, deceased.

A. Sharpe, to be correspondent for Peterborough, Ont., and district, to replace W. J. Johnston, resigned.

P. Obermeyer, to be correspondent for Hamilton, Ont., to replace S. Landers, resigned.

Wm. Drever, to be correspondent for Guelph, Ont., and district, to replace O. R. Wallace, resigned.

F. Urry, to be correspondent for Port Arthur, Ont., and district, to replace R. B. Harston, resigned.

Edmund Fulcher, to be correspondent for Brandon, Man., and district, to replace S. P. Stringer, resigned.

Geo. Howell, to be correspondent for Calgary, Alta., and district, to replace R. A. Brocklebank, resigned.

P. C. Foley, to be correspondent for Edmonton, Alta., and district, to replace J. A. Kinney, resigned.

NEW APPOINTMENTS.

The following correspondents were appointed at new centres:—

H. C. Harold, to be correspondent for Lethbridge, Alta., and district.

A. D. Pepin, to be correspondent at St. Johns, Que., and district.

Mr. E. Douglas Armour, who has been for some years the legal correspondent of the *Labour Gazette*, reviewing the legal decisions reported from month to month, was compelled by ill health to resign during the year and the vacancy has not yet been filled.



## I.—THE LABOUR GAZETTE.

The *Labour Gazette*, the official journal of the Department, was published monthly in both English and French during the past year, as previously. In general scope the contents of the several issues were much the same as in the preceding year. A continuous effort, however, was made to increase the comprehensiveness of the information supplied and to improve the form in which it is presented. The number of brief special statements with regard to current events of importance from an industrial and economic standpoint was considerably increased in this connection during the past year.

Generally speaking the contents of each issue may be classified under three main headings as follows:—

I. A comprehensive review of industrial and labour conditions throughout Canada during the preceding month. This matter is further subdivided into:— (a) A general summary for the Dominion as a whole, this being the opening article of each issue; and, (b), a series of reports from the local correspondents to the *Labour Gazette*, resident in the several cities of the Dominion.

II. Special articles embodying the results of investigations conducted by the Department, or having reference to current events of importance. Under this heading is also published each month a review of proceedings under the Industrial Disputes Investigation Act, 1907, during the preceding month, with the text of the findings of the several boards conducting investigations under the act, judgments under the act, comment with reference to the act, etc. This matter, as in the previous year, formed an important part of each issue.

III. Statistical and other monthly returns and statements. These include separate articles with reference to immigration and colonization, trade disputes, industrial accidents, changes in wages and hours, recent industrial agreements, recent legal decisions affecting labour and reviews of blue books and other official publications received at the Department during the preceding months dealing with subjects of interest from the standpoint of industry and labour.

The following is a detailed statement of the various articles and returns published during the past year in the *Labour Gazette*:—

### 1.—MONTHLY REVIEW OF INDUSTRIAL AND LABOUR CONDITIONS.

#### (a) General Summary.

As above stated, the opening article in the *Labour Gazette* each month consisted of a review of industrial and labour conditions throughout Canada during the preceding month. In general scope and form the article was unchanged from the preceding year, though a few changes in detail were made. The primary object of the article is to set forth each month, in a comprehensive and at the same time concise manner, the nature and extent of industrial

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activity and the amount of employment generally available for skilled and unskilled labour. In the opening paragraph a résumé of the industrial situation as a whole is given, with brief references to the more important features in the current labour market. This is followed by statements relating to the movement of wages, the cost of living as reflected in the wholesale prices of important staple commodities, and interruptions to industry caused by strikes, weather conditions, fires, floods or otherwise. Conditions in the several industries and trades are then indicated in detail under the following headings: Agriculture; fishing; lumbering; mining; manufacturing; railway construction; general transport; the building trades; the metal, engineering and shipbuilding trades; the woodworking and furnishing trades; the printing and allied trades; the clothing trades; the textile trades; the food and tobacco preparation trades; the leather trades; miscellaneous trades; and unskilled labour. The latest statistical and other information relating to trade, foreign and domestic, and to the public revenues of the country is added. Developments having an important bearing on the condition of industry and labour, in connection with such subjects as technical education, municipal ownership, combines in restraint of trade, etc., which from their nature cannot readily be included under the above headings, are dealt with in a series of notes appended to the article.

The review while wholly of the nature of an industrial and labour chronicle, is prepared with the special object of affording an index to probable conditions of employment for some months in advance. Conditions affecting the crop yield, for example, the progress of settlement in western Canada, and similar developments, are noted carefully from month to month, as exerting an influence beyond the immediate present. Similarly, the various contracts awarded in connection with railway construction, which has been carried out on so exceptional a scale during the past few years in Canada, have been noted, as being of special significance with regard to future as well as present conditions of employment.

In order to render the information collected by the Department as readily available as possible, a tabular statement is embodied in the article each month, showing by means of carefully defined terms the exact conditions of employment in the several trades and industries in the chief centres of industry throughout Canada. The table enables an accurate idea to be obtained, at a glance, both with regard to conditions in any particular group of trade throughout Canada and with respect to general conditions in each of the several cities.

The information embodied in the above review and table is collected from various sources. The newspaper press and the leading commercial and trade journals of the country are read from day to day, and reports contained therein, of interest from the standpoint of industry and labour, are clipped, and, after verification, are used in the preparation of the article. The monthly reports of the correspondents to the *Labour Gazette* are also summarized, the correspondents being required from time to time to furnish, in addition to their regular reports, matter of a special nature with regard to particular developments in their several localities. Information is also sought directly from the parties immediately concerned in current enterprises affecting the labour market.

**Reports of Local Correspondents.**

Immediately following the general review, the reports received from the several correspondents of the Department for the leading industrial centres of the Dominion are published from month to month, the order followed being from east to west. The reports are prepared on a common plan, and deal, 1st, with the general condition of the local labour market; 2nd, with conditions in the local industries; 3rd, with conditions in the several trades; and, 4th, with conditions in the surrounding districts. The correspondents also send in during the month returns on specially prepared forms information with regard to labour disputes, changes in wages, industrial accidents, labour organizations or employers' associations formed or dissolved, and local legal decisions affecting labour. In connection with the preparation of these reports the Department conducts an extensive correspondence with its several representatives in order to ensure accuracy and comprehensiveness in the information supplied. Newspaper items, brought to the attention of the Department through its clipping bureau, are in this way verified by the correspondents; on the other hand, the information contained in the correspondents' reports is continually used by the Department as a basis for further enquiries from the persons immediately concerned. Altogether more than 2,000 letters were sent out during the fiscal year 1908-09 in connection with the reports of the correspondents and the compilation of the general summary.

**2.—SPECIAL ARTICLES.****(a) The Industrial Disputes Investigation Act, 1907.**

By section 29 of the Industrial Disputes Investigation Act it is required that, for the information of Parliament and the public, the reports and recommendations of any board established under the act for the adjustment of an industrial dispute, together with any minority report, shall, without delay, be published in the *Labour Gazette*. A large amount of space was devoted from month to month to reporting proceedings in connection with the various applications received at the Department for the establishment of boards. The reports of the various boards were also published in full, being accompanied in most instances by brief statements outlining the procedure of the boards in arriving at a decision.



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The following table shows the number of applications received at the Department from month to month, for the establishment of boards under the act, according to the record published in the *Labour Gazette*.

Month.	Number of Applications.
March .....	5
April .....	2
May .....	7
June .....	1
July .....	2
August .....	3
September .....	1
October .....	1
November .....	..
December .....	3
January .....	..
February .....	1

A full list of the parties from whom applications were received, as reported in the *Labour Gazette* during the year, is as follows:—

1. Employees of the King Edward Mine, Cobalt, Ont.
2. Lake Seamen's Union, being employees of the Canadian Lake Carriers, through the Dominion Marine Association.
3. Employees of the Manitoba and Saskatchewan Coal Company, Limited, of Bienfait, Sask.
4. Employees of the Western Dominion Collieries, Limited, Taylortown, Sask.
5. Mechanics' Lodge No. 23, Provincial Workmen's Association of Nova Scotia, being employees of the Cumberland Railway and Coal Company, Limited.
6. Various trades in mechanical departments of Canadian Pacific Railway, Winnipeg, Man.
7. Various trades in mechanical departments of the Canadian Northern Railway.
8. Employees of Ottawa Electric Railway Company, Ottawa, Ont.
9. Employees of Nova Scotia Steel and Coal Company, Limited, N. Sydney, N.S.
10. Employees of the Acadia Coal Company, Stellarton, N.S.
11. Employees of the Intercolonial Coal and Coke Company, Westville, N.S.
12. Employees of the Standard Coal Company, Edmonton, Alta.
13. Employees of the Port Hood Richmond Coal Company, Port Hood, N.S.
14. Railroad telegraphers, Canadian Pacific Railway.
15. Employees of the Maritime Coal, Railway and Power Company, Limited, Chignecto Mines, Cumberland County, N.S.
16. Employees of Cobalt Central Mining Company, Limited, Cobalt, Ont.
17. Locomotive firemen and enginemen. Canadian Pacific Railway Company.
18. Locomotive firemen and enginemen, Canadian Pacific Railway Company.
19. Carmen employed by the Quebec and Lake St. John Division of the Canadian Northern Railway Company.

20. Locomotive engineers employed by Canadian Northern Railway Company.
21. Employees of Quebec Railway, Light and Power Company, Quebec, Que.
22. Employees of the Galbraith Coal Company, Blairmore, Alta.
23. Employees of the John Ritchie Company, Quebec, Que.
24. Commercial telegraphers employed by the Michigan Central Railway Company.
25. Station and telegraph employees of the Kingston and Pembroke Railway Company.
26. Employees of the Manitoba Cartage Company, Limited, Winnipeg, Man.

### *List of Reports Published.*

The following is a full list of reports of Boards published in the *Labour Gazette* during the year, accompanied in each case by statements relating to the proceedings of the Boards, and embodying in the majority of cases the text of the agreement arrived at as the result of the invoking of the Act.

1. Report of the Board established in a dispute between the Dominion Coal Company, Limited, of Glace Bay, N.S., and its employees. The report included the full text of an agreement concluded before the Board, and of a correspondence with reference to the report which passed between the Minister of Labour and the chairman. Certain resolutions adopted by the employees and the Glace Bay municipal council in appreciation of the terms arrived at were also printed. (*Labour Gazette*, April, 1908, page 1222.)
2. Report of the Board established in connection with a dispute between Messrs. John Marsh, John Howells and Stevens Bros., mine operators at Woodpecker, Alta., and their employees. The text of a minority report was also published. (*Labour Gazette*, May, 1908, page 1335).
3. Report of the Board established in connection with a dispute between the Hamilton Street Railway Company, the Hamilton and Dundas Railway Company and the Hamilton and Burlington Radial Railway Company, Hamilton, Ont., and their employees. The text of a minority report was also published. (*Labour Gazette*, May, 1908, page 1336).
4. Report of the Board established in connection with a dispute between the Lake Seamen's Union and the Dominion Marine Association, Kingston, Ont. The text of a letter from the men's representative was also published. (*Labour Gazette*, May, 1908, page 1342).
5. Report of the Board established in connection with a dispute between the Western Dominion Collieries, Limited, Taylortown, Sask., and its employees. The text of an agreement concluded before the Board was printed. (*Labour Gazette*, June, 1908, page 1439).
6. Report of the Board established in connection with a dispute between the Cumberland Railway and Coal Company, Springhill, N.S., and its employees. The text of a minority report was also printed. (*Labour Gazette*, June, 1908, page 1442).
7. Report of the Board established in connection with differences between the Ottawa Electric Railway Company, Ottawa, Ont., and its employees. The text of an agreement concluded before the Board was printed. (*Labour Gazette*, July, 1908, page 53).

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8. Report of the Board established in connection with a dispute between the Canadian Pacific Railway Company and its mechanical departments. The text of a minority report was also published. (*Labour Gazette*, August, 1908, page 152. For statement *re* acceptance of findings by employees, see *Labour Gazette*, November, 1908, page 506).
9. Report of the Board established in connection with differences between the Standard Coal Company, Edmonton, Alta., and its employees. (*Labour Gazette*, August, 1908, page 160).
10. Report of the Board established in connection with differences between the Maritime Coal, Railway and Power Company, of Chignecto Mines, N.S., and its employees. (*Labour Gazette*, August, 1908, page 161).
11. Report of the Board established in connection with a dispute between the Nova Scotia Steel and Coal Company, of Sydney Mines, N.S., and its colliery employees. The text of an agreement concluded before the Board and of the chairman's covering letter was also printed. (*Labour Gazette*, September, 1908, page 287).
12. Report of the Board established in connection with a dispute between the Cobalt Central Mining Company of Cobalt, Ont., and its employees. (*Labour Gazette*, September, 1908, page 293).
13. Report of the Board established for the adjustment of differences between the Canadian Pacific Railway Company and the Order of Railroad Telegraphers *re* the dismissal of an employee of the Company. (*Labour Gazette*, October, 1908, page 399).
14. Report of Board established to adjust differences between the Quebec Light, Heat and Power Company, of Quebec, and its street railway employees.
15. Report of the Board established in connection with differences between the Quebec and Lake St. John Division of the Canadian Northern Railway Company and its carmen. (*Labour Gazette*, December, 1908, page 594).
16. Report of the Board established to adjust differences between the Canadian Northern Railway Company and the Brotherhood of Locomotive Engineers. (*Labour Gazette*, December, 1908, page 597).
17. Report of the Board established to adjust differences between the Galbraith Coal and Coke Company of Lundbreck, Alta., and its employees. (*Labour Gazette*, January, 1909, page 701).
18. Report of the Board in the case of a dispute between the Manitoba and Saskatchewan Coal Company of Bienfait, Sask., and its employees. The text of a minority report was also printed. (*Labour Gazette*, January, 1909, page 703).
19. Report of the Board established to adjust differences between the Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Enginemen. (*Labour Gazette*, February, 1909, page 862).
20. Report of the Board established to adjust the dispute between the John Ritchie Company, boot and shoemakers, Quebec, Que., and its employees. The text of an agreement concluded before the Board was printed. (*Labour Gazette*, March, 1909, page 970).
21. Report of the Committee of Conciliation, Mediation and Investigation to which, in accordance with section 5 of the Industrial Disputes Investigation Act, 1907, was referred for adjustment under the section relating to railway disputes under the Conciliation and Labour Act, certain differences between the Intercolonial Railway of Canada and the Freight Clerks' Unions at Halifax, N.S., and St. John, N.B. The findings of the Committee were printed in full. (See *Labour Gazette* for November, 1908, page 500).



In addition to the above reports various statements of a special nature with reference to legal decisions under the Act were published during the year. In the June, 1908, issue of the *Gazette*, the text of a decision rendered by the Stipendiary Magistrate for the County of Kootenay, B.C., was given. In the month of July two decisions under the Act were recorded by the courts of Alberta and a special reference to both was published in the *Labour Gazette* for the ensuing month. The Supreme Court of the same province rendered a judgment arising out of a charge of a breach of an agreement effected under the Act during the month of July, and the full text was published in the August *Gazette*.

During the spring of 1908, Dr. Victor S. Clark, of Washington, D.C., a noted American educator and labour expert, visited Canada for the purpose of making an investigation into the operation of the Industrial Disputes Investigation Act, and of placing the results of his investigation before the people of the United States. In this connection Dr. Clark first visited Ottawa, where he obtained, at the Department of Labour, full information with regard to the administration of the Act, with access to the records of its operation. He then proceeded to Montreal and the Maritime Provinces, in order to study the operation of the Act in the proceedings of the Boards which at that time were holding sessions in the localities mentioned. Subsequently Dr. Clark visited each of the other provinces and most of the industrial centres of Canada, studying the results of decisions under the Act. The results of this investigation appeared in the form of an extended article published in the May issue of the Bulletin of the United States Bureau of Labour. The report occupied in all over 80 pages of concise, and carefully written matter. After a discussion of the theory of the Act, its influence on conditions of employment and industry was dealt with. The administration and interpretation of the Act, its operation in particular cases, and the attitude of employers, employees and the public towards it were reviewed in detail. In conclusion, the value of the Act as suggesting the possibility of enacting a similar measure in the United States, was discussed. Following this the full text of the Act was given, with comments, clause by clause, by Dr. Clark. In view of the exhaustive nature of the investigation, and of the high character held by Dr. Clark as an authority on sociological and labour questions, a large portion of his report was reprinted in the *Labour Gazette* for September, 1908.

At the annual convention of the American Association for Labour Legislation, held in Atlantic City, N.J., on December 29 and 30, 1908, Professor Adam Shortt, of Ottawa, Ont., gave an interesting address on the Industrial Disputes Investigation Act. Professor Shortt, it will be remembered, prior to his appointment as one of the Civil Service Commissioners, under the Civil Service Amendment Act, 1908, was called upon to act as chairman in the case of a considerable number of Boards established to adjust disputes referred for settlement under the terms of the Industrial Disputes Investigation Act, and acquired in consequence a large experience of the workings of the Act in all its different phases. Prof. Shortt's address was, as its author pointed out, devoted to certain special observations derived from experience rather than to a systematic analysis of the Act or to a discussion in detail of its merits and defects. The

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text of Prof. Shortt's paper was published in the *Labour Gazette* for January, 1909.

The same issue of the *Gazette* contained a special statement reviewing proceedings under the Act during the calendar year, giving a list of the Boards from whom reports had been received and a list of the disputes unsettled at the end of the year, together with a resumé of the general result of proceedings under the Act. Altogether, reports were received from twenty-five Boards of Conciliation and Investigation during 1908. In addition, four disputes were under consideration by Boards at the close of the year, one of which was in the case of an industry not to be classed as a public utility and was accordingly referred under the Act by the joint consent of the parties concerned. In only one of the disputes referred for adjustment under the Act during 1908 did a lock-out or strike occur, the exception being in the case of the Canadian Pacific Railway Company and its mechanics. In the majority of the other cases settlements were effected in accordance with the recommendations of the Boards, and in the remaining cases the threatened strike or lockout was averted.

A brief report of a debate between the students of the University of Manitoba and those of the University of North Dakota, in which the subject was the Industrial Disputes Investigation Act, was printed in the *Labour Gazette* for March, 1909.

**(b) Royal Commission on Conditions in the Cotton Factories of Quebec.**

Following certain industrial disputes affecting cotton mill employees in the Province of Quebec, and an interview during the month of May, 1908, of a delegation of textile workers from that province with the Honourable the Minister of Labour, the Deputy-Minister of Labour, Mr. W. L. Mackenzie, C.M.G., was appointed a commissioner "to investigate and report upon certain disputes between employers and employees in connection with cotton factories in the Province of Quebec and into the nature and causes thereof, and into the relations between employers and employees in the same or kindred industries and industrial centres other than those immediately affected." The Commissioner began his inquiry at Montreal, Que., in July. An adjournment occurred from the 18th of July until the 3rd of August, after which sittings were continued at other points in the Province until August 8th. Later, the Commissioner paid a visit to the mills of the Dominion Textile Company at Montmorency, Que., and to some of the large cotton mills at Lowell and Fall River, Mass. Detailed reports of the sessions and proceedings of the Commissioner were published in the *Labour Gazette* for August and September. In all fifty-six witnesses were examined by the Commissioner, including the managers and chief officers of the Dominion Textile Company and the Montreal Cotton Company, twelve superintendents and overseers, the leading union officers, twenty-three male operatives and nine female operatives. In addition, forty-nine exhibits were filed before the Commissioner.

The report of the Commission was laid on the table of the House of Commons on January 25, 1909, and an extended review of the same was published in the *Labour Gazette* for the following month. The review set forth in full detail the nature of the investigation conducted by the Commissioner, a descriptive

account of the cotton industry in Canada, an historical sketch of labour organization among Canadian cotton workers, an outline of the causes of the dispute of 1908, and some remarks by the Commissioner with regard to the effects of the tariff on the cotton industry. Perhaps the most vitally interesting portion of the report had reference to the employment of women and children in the cotton mills of Quebec, several pages being devoted by the Commissioner to a discussion of the conditions of labour as they affect these classes. Especially noteworthy were the representations made by the Commissioner regarding the employment of children under age. A sketch of the Quebec law bearing on the subject was given together with an examination of the general considerations involved. The report then set forth a number of suggestions with regard to the betterment of relations between employers and employees in the industry based on certain arrangements for the adjustment of wages in use in the Fall River mills. The conclusions of the Commissioner, arranged under fourteen headings, were quoted in full in the review, together with a reference to an appendix to the report in the form of a tabular statement of the strikes and lock-outs occurring in the industry since 1900.

#### (c) Oriental Immigration.

During the month of March, 1908, Mr. W. L. Mackenzie King, Deputy Minister of Labour, was despatched by the Government of Canada to Great Britain for the purpose of conferring with the various departments of the English Government on the subject of the immigration of East Indians to Canada. The terms of the report of the Committee of the Privy Council under which Mr. King's mission was undertaken, as approved by His Excellency the Governor-General-in-Council, were printed in the *Labour Gazette* for April, 1908. In the *Gazette* for the following month a statement was published with reference to the negotiations carried on by Mr. King while in England, and in the issue for June, 1908, the text of Mr. King's report on his mission, which had been presented to Parliament under date of May 4, 1908, was set forth in full, with the exception of the introductory portion. The statement as published in the *Gazette* described the nature of the interviews held by Mr. King with members of the British Government and others, presented an analysis of the causes of the emigration from India and of the methods adopted to restrict emigration, and in conclusion gave an outline of the underlying principles involved in the settlement of the problem of immigration within the Empire.

The text of an order-in-council requiring certain Asiatic immigrants to have at least \$200 in their possession before being permitted to enter Canada was published in the *Labour Gazette* for July, 1908.

#### (d) Suppression of the Opium Traffic in Canada.

In the course of an investigation conducted by Mr. W. L. Mackenzie King, Deputy Minister of Labour, into the losses sustained by the Chinese population of Vancouver, B.C., on the occasion of the riots in that city in September, 1908, information was brought to light showing the existence on a considerable scale of the opium traffic in Canada. In his report as Commissioner, Mr. King made special reference to the evidence secured as to the extent of this traffic and con-



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cluded with a recommendation that the Government of the Dominion and the Governments of the provinces should co-operate with the Governments of Great Britain and of China in an effort to free the people from an evil so injurious to their interests and well-being. The text of this portion of the report was printed in the *Labour Gazette* for July, 1908. A further special report by Mr. King with regard to the need of the suppression of the opium traffic in Canada was presented to Parliament early in July and was printed in the *Labour Gazette* for the following month. The report gave further details as to the extent of the traffic in British Columbia and the provincial legislation bearing on the matter, together with a description of the attitude of the British, Japanese and United States governments with regard to the traffic in opium. The need of Dominion legislation was strongly dwelt upon. Subsequent to the presentation of this report an Act "to prohibit the importation, manufacture and sale of opium for other than medicinal purposes," was introduced in the House of Commons by the Honourable Rodolphe Lemieux, Minister of Labour, and received the Royal assent on July 20. The text of the Act was reprinted in the *Labour Gazette* for August, 1908.

(e) **Building Operations in Canada during 1907.**

During the opening months of 1908, the Department made a special investigation into the nature and extent of building operations in Canada during the preceding calendar year. One of the most noteworthy features of the season of 1907 in Canada was the marked activity of building operations which accompanied the general expansion in commerce and industry. Not only was an exceptional amount of employment rendered available thereby to workingmen in the building trades, but those engaged in the manufacturing of building material were correspondingly affected. The statistics sought by the Department included the number of permits issued in all municipalities having a population of 5,000 and upwards, and the declared valuation of the buildings erected therein. In municipalities in which no system of issuing permits was in vogue returns based on estimates prepared by local architects, building contractors, assessment commissioners or others in a position to furnish reliable information were secured. The returns were further classified according as the work was in connection with new buildings or repairs. This information was presented in full in a tabular statement, corresponding details being added for the preceding year where such were obtained. Accompanying the table was a brief explanatory statement setting forth the general nature and extent of building operations during 1907 in each of the more important centres of population throughout Canada.

Altogether the Department secured detailed information for fifty-one localities, the return being complete for all localities with a population of 8,000 and over in Canada. The total value of buildings erected in these localities was shown to be \$58,587,987.50. Of this amount the city of Toronto, Ont., contributed \$14,325,800, being, as in 1906, the locality in which building was most active during the year. The city of Montreal, Que., with \$8,406,136, stood second; Winnipeg, Man., stood third with \$6,455,350; and Vancouver, B.C., fourth with \$5,596,594. The remaining cities in which the value of building during 1907 exceeded \$500,000, were: Hamilton, Ont., \$3,030,240; Ottawa, Ont., \$2,364,950; Edmonton, Alta.,

\$2,275,218; Calgary, Alta., \$2,109,249; Victoria, B.C., \$1,500,000; Regina, Sask., \$1,177,840; Medicine Hat, Alta., \$1,000,000; London, Ont., \$875,000; Halifax, N.S., \$626,603; Berlin, Ont., \$770,000; Stratford, Ont., \$667,038; Brandon, Man., \$557,180; Quebec, Que., \$529,820; Guelph, Ont., \$520,750; Sherbrooke, Que., \$520,100; New Westminster, B.C., \$520,000; and Brantford, Ont., \$510,020.

Comparative returns relating to the value of buildings in 1907 and 1906 were obtained in the case of forty cities. These included all the larger centres. In these cities the total value of buildings erected in 1906 was \$58,615,174, and in 1907, \$56,305,792.50. The decrease of building in these cities in 1907 as compared with 1906 was, accordingly \$2,309,381.50. The localities from which returns were received to the effect that the year was less active than in 1906, were Sydney and Halifax, N.S.; Charlottetown, P.E.I.; St. Hyacinthe and Montreal, Que.; Belleville, Welland, St. Catharines, Woodstock, London, St. Thomas and Sault Ste. Marie, Ont.; Winnipeg and Brandon, Man.; and Regina, Sask. The most notable decrease of the year took place at Winnipeg, Man., viz., \$6,305,100. In all the other cities increases were shown. The localities in which the increase in the amount of building during the year compared with the preceding year was more than \$500,000, were as follows:—

City.	Amt. of Increase.
Vancouver .....	\$1,362,684
Toronto .....	1,165,402
Hamilton .....	1,105,425
Victoria .....	800,700
Ottawa .....	635,975
Calgary .....	626,265

(f) Labour Organization in Canada during 1908.

The Department published in the March, 1909, issue of the *Gazette* its usual statistical return with reference to the formation and dissolution of labour organizations in Canada during the preceding calendar year. The article was similar in form and scope to the reviews published on the same subject in previous years. A full list of the unions formed and dissolved was given details being set forth, in the case of each organization, with regard to locality, date of formation, and other particulars, including in the case of dissolved unions information with regard to the cause of dissolution. The statistics were based upon information collected during the year from the daily press, from the trade journals of the several labour organizations, and from other sources, details being obtained or verified by correspondence with the secretaries of unions, trade union organizers, correspondents to the *Labour Gazette*, and other persons in a position to furnish accurate information.

According to the information received by the Department up to the end of February, 1909, the total number of labour organizations formed in Canada during 1908 was 197, and of organizations dissolved, 90. There was accordingly, a net increase of 107 during the year in the number of organizations in existence.

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Compared with 1907, the activity of organization was less pronounced, 232 organizations having been formed and 58 dissolved during that period, a gain of 174. The year, however, was much more active than 1906, in which 154 unions were formed and 85 dissolved, a gain of 69; than 1905, in which 103 unions were formed and 105 dissolved, a loss of 2; or than 1903, in which 148 were formed and 104 dissolved, a gain of 44. The only other year, in addition to 1907, in which the formation of labour organizations was more active in Canada since the record of the Department was established, was 1903, in which the total number of unions formed reached 275, and of unions dissolved, 54, a net gain of 221, being the largest recorded.

The following table, taken from the article, shows by industries and groups of trades the number of labour organizations formed and dissolved in Canada during each of the past five years respectively:—

DEPARTMENT OF LABOUR, CANADA.  
STATISTICAL TABLE, IX, A. R. No. 1.

TABLE SHOWING BY INDUSTRIES AND GROUPS OF TRADES THE NUMBER OF LABOUR ORGANIZATIONS FORMED AND DISSOLVED IN CANADA DURING 1904, 1905, 1906, 1907, AND 1908.

Industries or Groups of Trades.	1904		1905		1906		1907		1908	
	Unions Formed	Unions Dissolved.	Unions Formed	Unions Dissolved.	Unions Formed	Unions Dissolved.	Unions Formed	Unions Dissolved.	Unions Formed	Unions Dissolved.
Agriculture .....		1								
Fishing .....			5		12		1			
Lumbering .....						1			1	
Mining .....	14	4	3	1	7	5	19	2	13	10
Building .....	35	25	22	13	44	18	41	6	30	27
Metal .....	25	12	11	13	18	14	43	13	22	10
Woodworking .....	1	13	54	8	2	2	2	2	1	1
Printing .....	9	1	12	2	5	3	9	3	13	1
Clothing .....	20	3	7	4	7	6	8	4	7	8
Leather .....	1		2	2	3		1	1		1
Textile .....					11		11	3	1	1
Food and Tobacco Preparation .....	2	11	7	4	1	1	6		8	5
Hotel and Restaur- ant employees* .....							8		7	5
Railway employees. Street Railway em- ployees† .....							51	20	61	16
General transport .....	21	18	18	50	19	18	5	1	2	
Miscellaneous .....	14	14	6	1	13	13	17	3	4	1
General Labour .....	5	7	4	2	4	2	5		2	
Trades and Labour Councils .....	5		2	1	8	2	3		5	
	148	104	103	105	154	85	232	58	196	90

\* Included under "Food and Tobacco Preparation" in 1904, 1905 and 1906.

† Included under "General Transport" in 1904, 1905 and 1906.

The article also contained tables showing the number of organizations formed and dissolved according to provinces and months. A table showing the number of charters issued or withdrawn in Canada during the year by the leading international labour organizations was also included.



**(g) Unemployment during the Winter Season, 1908-09.**

As is well understood, the advent of winter in Canada usually throws a number of workmen engaged in outdoor occupations out of employment, and the extent to which these conditions are intensified by other agencies is of great importance at that season of the year. During the winter 1907-08 conditions in this respect were very favourable and the possibility of a recurrence of the situation during the winter of 1908-09 was a matter of apprehension at many points in the closing months of 1908. With a view to presenting information of a thoroughly reliable character in this connection, for use in dealing with prevailing conditions, the Department obtained from the correspondents of the *Labour Gazette* during the closing week of December, 1908, a special statement setting forth the extent of unemployment in their several cities or districts. These reports were published under a separate heading in the January, 1909, issue of the *Labour Gazette*.

It was shown by the reports that, except in one or two localities, conditions in this respect were considerably more favorable than at the corresponding period of the previous year. In the Maritime provinces, dullness in the lumbering industry and quietness in or about the collieries caused a good deal of short time and unemployment, and in Quebec and Ontario the continued quietness in manufacturing, an industry usually unaffected by seasonal influences, and in lumbering, which as a rule employs large numbers during the winter, produced a similar result. The comparatively light snowfall and the late opening of the ice-harvest also affected employment. On the other hand, the restrictions on immigration exercised by the Dominion Government during the previous season were found to have had a beneficial effect, and a gradual improvement in financial and commercial conditions after the set-back of 1907 was reported in progress. In Western Canada the favourable crop returns rendered conditions comparatively buoyant. The lumbering industry in British Columbia was very dull, but metalliferous mining was active, and the situation as a whole showed a decided improvement over that of the preceding winter.

**(h) Sunday Labour on Railways.**

During the month of August, 1908, applications were made by the Grand Trunk and Père Marquette Railway Companies before the Board of Railway Commissions with reference to the interpretation of certain sections of the Lord's Day Act. More particularly the reference was to the handling of trains of cars on Sunday and the definition of what constitutes works of necessity for railroads under the act. The applications came up for hearing during September and the Department of Railways and Canals, the Lord's Day Alliance, the Rational Sunday League and the two Railway Companies were represented by counsel. The Department of Labour was also represented by counsel at the hearing in order to place before the commission certain representations received on behalf of various railway organizations in support of the Lord's Day Act in its present form and opposing the appeal of the railway companies. The *Labour Gazette* for September contained a special statement with reference to the action

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of the Department, whilst the *Labour Gazette* for November contained the text of the findings of the Board of Railway Commissioners in the applications mentioned.

## (i) Special Articles Relating to Co-operation.

The following special articles relating to co-operation in Canada were published in the *Labour Gazette* during the year:—

1. An official return relating to *Co-operative Production and Distribution in Ireland* during 1906, was noted in the June, 1908, issue.

2. *Co-operative Arrangement of Stanley Mills & Company, Limited, Hamilton, Ont.*—About five years ago the business of Stanley Mills & Company, Limited, operators of a departmental store at Hamilton, Ont., was reorganized, and an arrangement adopted whereby the employees of the firm were allowed to secure a financial interest therein. A savings department for employees was established, and after operating for about five years some 496 shares out of the 1,000 shares of preferred stock available had been taken up by the employees. In a special article published in the April, 1908, *Gazette*, the nature of the arrangement was described, and the financial report of the Company for 1908 set forth.

3. *The Brantford Co-operative Association, Limited.*—During the winter of 1908 a co-operative distribution association was organized at Brantford, Ont. A special article dealing with the origin of the association, its working methods, and other features of its administration, was published in the May, 1908, issue of the *Labour Gazette*.

4. *The Workmen's Store Company, Limited, of Dominion, N.S.*—A special reference was published in the May, 1908, *Gazette* to the progress of this company during the preceeding six months' period.

5. *The Montreal Industrial Co-operative Society, Limited.*—A special article dealing with the organization and rules of this concern was published in the *Labour Gazette* for December, 1908.

6. *Labour Co-partnership in the Shipbuilding Industry, Great Britain.*—An experiment proposed by Sir Christopher Furness, M.P., as a means of securing industrial peace in the shipbuilding industry of the north-east coast of England, by means of a scheme of industrial co-partnership, attracted wide attention throughout the industrial and economic world in the closing months of 1908. A special article setting forth the details of the proposal and of the action taken by the parties interested was published in the *Labour Gazette* for December, 1908.

7. *Co-operative Fruit Growers' Associations.*—A list of these associations, in operation in Canada during 1908, supplied by courtesy of the Chief of the Fruit Division of the Department of Agriculture, Canada, with the name in each case of the manager or secretary, was published in the *Labour Gazette* for January, 1909.

8. *Glace Bay, N.S., Co-operative Society, Limited.*—A review of the by-laws of this society which now records a total of about \$120,000 sales per year, was published in the *Labour Gazette* for January, 1909.

9. *Co-operative Congress at Hamilton, Ont.*—During the month of February, 1909, a circular communication was sent out under the auspices of the Hamilton, Guelph and Brantford co-operative associations, convening the first congress of co-operative societies to be held in Canada. The purpose of the congress was to discuss the feasibility of establishing a co-operative union in Canada similar in scope and functions to the British union. The circular was reprinted in full in the March, 1909, issue of the *Labour Gazette*.

10. *The New Westminster Co-operative Association, Limited.*—This association, incorporated in June, 1908, reported a membership of 178 in February, 1909. A review of the by-laws was published in the *Labour Gazette* for March, 1909.

11. *The Union Co-operative Association of Rossland, B.C.*—This association opened a store on May 10, 1908, with a paid-up capital of \$3,000. By the end of the year the capital had increased to \$7,000, and the turn-over in December amounted to nearly \$6,000. A detailed report of the progress of the association was printed in the *Labour Gazette* for March, 1909.

#### (j) Other Special Articles.

The following is an enumeration of the subjects in addition to those above mentioned which were dealt with under special headings in the *Labour Gazette* during the past year:—

1. *Legislation in Canada by the Dominion Parliament and by the Legislatures of the several Provinces during 1908, affecting Industrial and Labour Conditions.*

(A) *Dominion Legislation.*—The 1907-08 session of the parliament of Canada was the longest on record. Among the more important acts enacted were the following:—An Act establishing a system of government old age annuities; an Act placing the Dominion Civil Service under the administration of a commission; an Act to restrain the use of tobacco by young persons; a juvenile delinquents' act; an Act to re-define the liability of railway employees for negligence; Acts amending the Canada Shipping Act and relating to steamboat inspection and the examining and licensing of engineers; a revision of the legislation affecting the payment of bounties; two Acts with reference to the grading and inspection of agricultural products; legislation for the facilitation of western grain shipments; an Act for the encouragement of the tobacco industry; a consolidation of the Public Lands' Act; an amendment to the Meat and Canned Foods' Act of 1907; an Act to prohibit the importation, manufacture and sale of opium; Acts enlarging the powers of the railway commissioners and bringing telegraphs and telephones under their jurisdiction; an Act making the Chinese Immigration Act more stringent; and Revotes for subsidies to 72 projected railway lines. The above and other legislation of the session was reviewed in some detail in an article published in the September, 1908, issue of the *Labour Gazette*. The more important bills affecting labour which were introduced and which did not receive the Royal assent were also briefly noted.



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(B) *Nova Scotia Legislation*.—Among the more important acts passed by the Nova Scotia legislature during 1908 were: an Act incorporating the Nova Scotia Colliery Workers' Provident Society and creating an old age pension board, and an Act amending the statutes having reference to miners' relief societies. The appointment was authorized by special statute of a commission of three to report upon the economic effect of an eight hour day. Legislation amending the Coal Mines' Regulation Act, and having reference to technical education and forest protection was also passed. A review of the above was published in the *Labour Gazette* for July, 1908.

(C) *New Brunswick Legislation*.—Among the 88 statutes passed by the New Brunswick legislature in 1908 the most widely discussed was the Workmen's Compensation for Injuries' Act. Acts relating to compulsory school attendance and having a bearing on immigration, lumbering and dairying were also passed. These measures were reviewed in the *Labour Gazette* for October, 1908.

(D) *Quebec Legislation*.—A review of Quebec legislation during 1908 was published in the *Labour Gazette* for October, 1908. The legislation dealt with in the review was as follows:—An Act relating to the inspection of scaffolding; an Act enlarging the scope of the Public Buildings' Inspection Act and relating to the employment of female labour in shops; an Act relating to prison labour; an amendment of the License Act for the protection of wage earners; an Act respecting co-operative agricultural associations; and various amendments to the Public Lands' Act.

(E) *Ontario Legislation*.—The most important acts of the year from the standpoint of industry and labour were amendments to the Shops' and Factories' Regulations Acts whereby the law with respect to child labour was made more stringent. The most extensive single Act of the session was an amendment and consolidation of the Mines' Act. Some important legislation with reference to the lumber industry was passed, as well as some further legislation to validate contracts made by certain municipalities with the Hydro-Electric Power Commission. An article reviewing the above was published in the *Labour Gazette* for August, 1908.

(F) *Manitoba Legislation*.—An amendment to the Mechanics' Lien Act, and an Act requiring power companies to take out licences from the government, together with an Act enabling rural municipalities to purchase seed grain, were the most important labour measures of the 1908 session of the Manitoba legislatures. They were reviewed in the *Labour Gazette* for April, 1908.

(G) *Saskatchewan Legislation*.—A Seed Grain Act was passed by the Saskatchewan legislature, and the Steam Boilers' Act was considerably amended. The most important legislation of the session, however, were the three acts providing for the establishment and operation of government and municipal telephone systems. A review of the above was published in the *Labour Gazette* for August, 1908.

(H) *Alberta Legislation*.—Acts were passed limiting the hours of labour below ground in coal mines, further limiting the employment of boys in coal mines and in other respects providing more stringent protection for employees in this industry. A Workmen's Compensation Act was passed, and the Mechanics'

Lien Act was considerably amended. The Steam Boilers' Act was also amended. A very important measure was an Act authorizing the government of Alberta to purchase, construct and operate telephone and telegraph systems in the province. An Act relating to commissions of inquiry was also passed, together with legislation relating to the purchase of seed grain. A review of this legislation was published in the *Labour Gazette* for June, 1908.

(1) *British Columbia Legislation*.—The most important Act of the session, having a direct bearing on the condition of labour, was a comprehensive Factories' Act. The Shops' Regulation Act was also amended, as was the Master and Servants' Act in the matter of deductions from wages. Other legislation of the session dealt with immigration, a "Natal" Act being passed; the protection of railway labour; the size of placer claims; and the taxation of canneries; all being reviewed in the *Labour Gazette* for April, 1908.

2. *The British Welcome League of Toronto*.—The first annual report of the British Welcome League of Toronto was made the subject of a special reference in the April, 1908, issue of the *Gazette*.

3. *The Women's Welcome Hostel of Toronto*.—In May, 1903, at a meeting of the National Council of Women, held in Toronto, Ont., it was decided to form an immigration committee for the purpose of securing lodgings and obtaining situations for women and girls coming as domestic servants to this country. It was decided to secure a suitable house in which to receive women immigrants, a grant of \$1,000 having been obtained from the legislature of Ontario. The hostel was formally inaugurated in 1906 and a description of its working methods and of the work covered up to the opening months of 1908 was published in the *Labour Gazette* for April, 1908.

4. *Bonus to employees at Merriton, Ont.*—Special reference was made in the April, 1908, *Gazette* to the action of the annual meeting of the Lincoln Paper Mills Company, Limited, of Merriton, Ont., in voting a bonus or gratuity to its employees amounting to six per cent. of their wages. This action was repeated in the following year and was recorded in the *Labour Gazette* for March, 1909. The average amount thus distributed to each employee was about \$35.00.

5. *Factory Inspection in Nova Scotia*.—In February, 1908, an inspector of industrial establishments, under the Factories' Act of Nova Scotia, was appointed. A special reference to the appointment and to the nature of the duties assumed by the officer was published in the May, 1908, issue of the *Labour Gazette*.

6. *The Penny Bank of Toronto*.—A special reference to the second annual report of the bank was published in the May, 1908, *Gazette*. The third annual report was reviewed in the *Labour Gazette* for December, 1908.

7. *The Vancouver Employers' Association*.—A report of the fourth annual meeting of this association, containing a reference to its operations and strength, was published in the May, 1908, *Gazette*.

8. *Employers' Liability on Railways in the United States*.—During April, 1908, the United States Congress assented to an Act relating to employers' liability on railways. A brief outline of the provisions of the Act, its origin and general significance, was published in the *Labour Gazette* for June, 1908.

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9. *Dominion Steel Workers' Mutual Benefit Society*.—A review of the second annual report of this society was published in the *Labour Gazette* for July, 1908.

10. *The Canadian Tobacco Industry*.—A special reference was published in the July, 1908, issue of the *Labour Gazette* to the action of the Canadian government in organizing a tobacco division of the Department of Agriculture in 1906 and in enlarging the same in 1908.

11. *The Teaching of Agriculture in Ontario*.—A special article dealing with the action of the Department of Agriculture, Ontario, in organizing a system of agricultural instruction for the province was published in the September, 1908, issue of the *Gazette*.

12. *The Destruction of Fernie, B.C.*—On August 1st and 2nd a disastrous forest fire swept over a portion of the Elk River Valley in East Kootenay, B.C., destroying the town of Fernie and causing the loss of 16 lives and of property estimated at a value of over \$2,500,000. A special article dealing with the disaster was published in the September, 1908, issue of the *Labour Gazette*.

13. *Important Meetings of Trades and Labour Congresses, Manufacturers' Associations and other Public Bodies*.—Special reports were published of the following meetings:—The twenty-fourth annual convention of the Trades and Labour Congress of Canada, held in Halifax, N.S., in September; the sixth annual convention of the National Trades and Labour Congress, held at Quebec, Que., during September; the twenty-seventh annual convention of the Canadian Manufacturers' Association, held at Montreal during September; the thirteenth annual meeting of the Grand Council of the Provincial Workmen's Association of Nova Scotia, held at Halifax, N.S., during September; the fourth annual meeting of the Fishermen's Union of Nova Scotia, held at Halifax, N.S., during September; the fourteenth annual meeting of the Maritime Board of Trade, held at Halifax, during August; the fourth annual convention of the Federation of Textile Workers of Canada, held in Montreal during September; the forty-third annual meeting of the Trades Union Congress of Great Britain, held at Nottingham, Eng., in September; the nineteenth annual convention of the Canadian Association of Stationary Engineers, held at Windsor, Ont., during August; the third annual meeting of the Iron Moulders' Conference Board of Ontario, held at Toronto during September; the annual convention of the Union of Manitoba Municipalities, held at Brandon, Man.; the third annual convention of the National Civic Federation of the United States, held in New York during December; the twenty-second annual convention of the International Association of Factory Inspectors, held at Toronto, in June 1908; the eleventh annual meeting of the Montreal Builder's Exchange, held in Montreal in January, 1909; the annual convention of the Union of British Columbia Municipalities, held at Vernon, B.C., in January; the annual meeting of the Canadian Association of Masters and Mates, held at Toronto in February, 1909; the seventh annual convention of District No. 18 of the United Mine Workers of America, held at Lethbridge, Alta., in February, 1909; and a special meeting of the Canadian Forestry Association, held at Toronto, in February, 1909.



Each of the above meetings was reported in some detail, copies of the various resolutions of the more important bodies being quoted. In addition, special reports of interviews of the Trades and Labour Congress of Canada and of the National Trades and Labour Congress of Canada with the Dominion government in January, 1909, and April, 1908, respectively, were published in the issues of the *Labour Gazette* for the following months. A report of an important interview of the British Columbia Executive of the Trades and Labour Congress of Canada with the Provincial Government was published in the *Labour Gazette* for March, 1909.

14. *Payment of Fair Wages.*—The City Council of Winnipeg during October revised the Fair Wages' clauses inserted in civic contracts. A special statement showing the nature of the modifications introduced was published in the *Labour Gazette* for November, 1908. In Great Britain, a special committee was appointed in 1907 to consider the working of the fair wages resolution of the British House of Commons, which dates from February, 1891. The report of this committee, issued in 1908, contained a number of important recommendations for the improvement of the methods of carrying out the terms of the resolution. In a special article published in the February, 1909, *Gazette*, the alleged defects of the present system as noted in the report, were set forth, together with the recommendations of the committee.

15. *The Cement Industry in Canada.*—A review of an article dealing with the cement industry in Canada, published in the *Monetary Times* of Toronto, was printed in the *Labour Gazette* for December, 1908.

16. *Unemployment in Great Britain.*—During the autumn of 1908 unemployment reached great proportions in Great Britain and special action was taken by the government looking to the alleviation of the situation. An article setting forth the action of the government and giving an outline of the general situation appeared in the *Labour Gazette* for December, 1908.

17. *Public Telephones in Saskatchewan.*—Extracts from a speech delivered by the Premier of the Province of Saskatchewan, outlining the policy of the government of that province with regard to public telephones, were printed in the December, 1908, issue of the *Labour Gazette*.

18. *The Canadian Brotherhood of Railway Employees.*—At a meeting, held at Moncton, N.B., during November, 1908, delegates from the various local unions of the International Brotherhood of Railway Employees throughout the Maritime Provinces and Quebec decided to sever their affiliation with that Order and to form a purely Canadian brotherhood of railway employees with headquarters at Halifax, N.S. A report of the meeting and of the resultant action appeared in the December, 1908, issue of the *Labour Gazette*.

19. *The National Federation of Women.*—In January, 1907, the National Federation of Women was founded at Montreal, Que. By May of the same year it had grown to 473 members. At the close of the year it was composed of nearly 800 members. An article descriptive of its objects and operations was published in the *Labour Gazette* for January, 1909.

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20. *The Movement for Cheaper Cablegrams.*—At the annual meeting of the Royal Colonial Institute, held in London, Eng., during 1908, the laying of a state-owned cable between Great Britain and Canada was advocated by the Honorable Rodolphe Lemieux, Postmaster-General for Canada. A brief description of the proposal of the Minister and of the objects such a cable might be expected to serve was published in the *Labour Gazette* for January, 1909.

21. *The International Harvester Company Employees' Benefit Association and Pension System.*—An employees' benefit association and a pension system were introduced among the employees of the International Harvest Company, both in the United States and Canada, on September 1, 1908. The *Labour Gazette* for January, 1909, gave a detailed description of both arrangements.

22. *Forestry in the University of New Brunswick.*—The University of New Brunswick began in 1908 a course in forestry to parallel courses previously established in civil and electrical engineering. A description of the course appeared in the *Labour Gazette* for January, 1909.

23. *Western Ontario Creameries and Cheese Factories.*—Statistics embodied in an address by the Chief Government Inspector for Western Ontario before a meeting of creamery and cheese factory proprietors of Western Ontario, held at Guelph, Ont., in December, were reprinted in the *Labour Gazette* for January, 1909.

24. *Coal Oil Investigation by the Manitoba Government.*—Owing to the occurrence in Manitoba of a number of deaths by the use of coal oil in starting fires, a searching investigation into the circumstances attending some of the deaths was undertaken by the Attorney-General of that province. A description of the method of the inquiry and the verdict of the coroner's jury in a test case were published in the *Labour Gazette* for January, 1909.

25. *The Draeger Rescue and Fire Fighting Apparatus.*—During 1908 the installation was completed at Glace Bay, N.S., by the Dominion Coal Company, of the first central "rescue" station equipped with oxygen-breathing fire fighting apparatus to be established on the North American continent. The object of the station is to provide the most efficient means known to modern science of combatting fires in coal mines. The Department obtained from Mr. W. F. Gray, of the Dominion Coal Company a special statement with respect to the establishment of the Glace Bay station. This was published in full in the *Labour Gazette* for January, 1909, together with a report of a fire which occurred at Sydney No. 1 mine on September 9, and which afforded an excellent demonstration of the usefulness of the apparatus.

26. *Prevention of Foot and Mouth Disease.*—In the month of November, 1908, an outbreak of foot and mouth disease in the United States considerably reduced the export of cattle industry of Canada. As soon as the presence of the disease became known, action was taken by the Canadian government to prevent infection in Canada. A descriptive article on the subject appeared in the January, 1909, issue of the *Labour Gazette*.

27. *The Canada Iron Corporation.*—A brief notice of the formation of this corporation was published in the *Labour Gazette* for January, 1909.

28. *The Smoke Nuisance*.—The text of an order issued by the Board of Railway Commissioners with reference to the abatement of the smoke nuisance in connection with the operation of locomotives in Ontario was published in the January, 1909, issue of the *Labour Gazette*.

29. *Municipal Power Development at Winnipeg, Man.*—An outline of the plans of the city of Winnipeg in connection with the development of hydraulic power on the Winnipeg River was given in the *Labour Gazette* for January, 1909.

30. *The Canning Industry of Ontario*.—A list of the canning companies operated in Ontario in 1908, furnished to the Department by the Chief Factories' Inspector of the province, was published in the *Labour Gazette* for January, 1909.

31. *Protection of Construction Employees on the Transcontinental Railway*.—With the intention of educating the workmen employed in connection with the construction of the National Transcontinental Railway as to the danger involved in the handling of explosives and care that is necessary in order to minimize such risks, a circular was sent out by the Chief Engineer of the Commissioners to the various contractors and sub-contractors engaged in the construction of the road. The contractors were urgently requested to give as much publicity as possible to the circular among the men in their employment engaged in the handling of explosives. A copy of the circular was published in the January, 1909, issue of the *Labour Gazette*.

32. *Protection of Railway Employees*.—An important order looking to the protection of railway hands, issued by the Board of Railway Commissioners for Canada in December, 1908, was reprinted in the *Labour Gazette* for January, 1909.

33. *The People's Bank of Levis, Que.*—The eighth annual report of this concern was reviewed in the *Labour Gazette* for February, 1909.

34. *Statistics re Intercolonial Railway Employees*.—Some statistics furnished to the House of Commons by the Honourable the Minister of Railways and Canals, re the number of employees and amount of pay-roll on the Intercolonial and Prince Edward Island Railway Systems, during 1908, were published in the *Labour Gazette* for March, 1909.

35. *The Minimum Wages' Act of New South Wales*.—A law was passed in New South Wales defining the minimum wages to be paid to employees in certain industries. The Act came into force on January 1, 1909, and an outline of its provisions was published in the March, 1909, *Gazette*.

36. *The Peat Fuel Industry in Canada*.—Extracts from a memorandum prepared by the Superintendent of Mines, and presented to the House of Commons by the Honourable the Minister of Public Works, giving information with respect to the peat fuel industry in Canada and its possibilities, were published in the *Labour Gazette* for March, 1909.

37. *Technical Education in Ontario through Public Libraries*.—The Education Department of Ontario established early in 1909 a system of travelling libraries with the object of promoting technical instruction among mechanics and



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artisans through the medium of the public libraries of the province. Full details of the arrangement were published in the *Labour Gazette* for March, 1909.

38. *The Department of Industries and Immigration of Nova Scotia*.—A brief description of the work of this Department, which was originally organized in October, 1907, was published in the *Labour Gazette* for March, 1909.

39. *Conservation of the Natural Resources of the Continent*.—Under date of February 1st, 1909, three commissioners were appointed, namely, Hon. Sydney Fisher, Minister of Agriculture; Hon. Clifford Sifton, and Mr. Henri S. Beland, M.D., M.P., of St. Joseph de Beauce, Que., to represent the government of Canada at a conference summoned by the President of the United States to meet at Washington, D.C., with a view to the preservation of the natural resources of this continent. The conference held sessions on February 18th and 19th. A review of the recommendations passed was published in the *Labour Gazette* for March, 1909.

40. *Public Ownership of Interior Elevators*.—In the *Labour Gazette* for March, March, 1909, a joint reply of the premiers of Alberta, Saskatchewan and Manitoba to representations made by the Interprovincial Council of Western Grain Growers' Associations in favour of a system of government ownership and operation of interior elevators was published. The pronouncement of the premiers was made after a number of conferences had been held with representatives of the grain growers.

41. *The Cobalt Mining Camp*.—Statistics showing the estimated output of this camp for 1908 were published in the *Labour Gazette* for March, 1909.

42. *Factory established by Trades and Labour Council of London, Ont.*—In order to furnish work to some portion of the unemployed union men of the city of London, Ont., the Trades and Labour Council opened a factory during the winter of 1908-09 for the manufacture of toys and other small articles out of waste material. A description of the scheme, together with a copy of the rules of the factory, was published in the March, 1909, issue of the *Labour Gazette*.

43. *Combines in Restraint of Trade*.—The text of a memorandum presented by a deputation to the Honourable the Minister of Finance and the Honourable the Minister of Trade and Commerce with a view to invoking the aid of the government in the control of combines was printed in the *Gazette* for March, 1909.

44. *Level Crossings*.—The text of certain general regulations with reference to level crossings as amended by the Board of Railway Commissioners in January, 1909, was published in the *Labour Gazette* for March, 1909.

45. *A special meeting of the Grand Council of the Provincial Workmen's Association*, held at Sydney, N.S., in February, 1909, was reported under a separate heading in the *Labour Gazette* for March, 1909.

46. *Steel Production in Nova Scotia*.—Statistics showing the production of iron and steel in Nova Scotia during 1908 were published in the February, 1909, issue of the *Labour Gazette*.

47. *The Wool Clip of Canada*.—Statistics collected by the live-stock branch of the Department of Agriculture, Canada, were quoted under a separate heading in the *Labour Gazette* for February, 1909.

48. *Labour Arbitration in Great Britain*.—In September, 1904, a new Court of Arbitration was constituted by the Labour Department of the Board of Trade of Great Britain with a view to increasing the useful influence which the Department has been able to exercise as a peace-maker in industrial disputes. A memorandum issued by the President of the Board of Trade, in which full details of the proposal were set forth, was republished in the *Labour Gazette* for October, 1908. In connection with the general scheme, regulations with regard to procedure to be followed in the appointment of courts of arbitration were drawn up by the British Board of Trade. These were also reprinted in full in the *Labour Gazette* for February, 1909.

49. *Progress on the National Transcontinental Railway*.—A return showing the progress made in connection with the laying and finishing of tracks up to the month of April, 1908, was presented to the House of Commons by the Honourable the Minister of Railways and Canals on April 18. In view of the importance attaching from the standpoint of industry and labour to the completion of this railway the statement was republished in the *Labour Gazette* for May, 1908.

50. In the January, 1909, issue of the *Labour Gazette* the usual annual review of industrial and labour conditions in Canada during the previous calendar year was published. The article contained concise and comprehensive statements under the following headings: General summary; immigration and colonization; wages and hours of labour; prices and cost of living; interruptions to industry; conditions in the following industries and trades: agriculture, fishing, lumbering, mining, manufacturing, railway construction, general transport, building, metal, woodworking, printing, clothing, leather, food and tobacco and unskilled labour; Canadian trade and revenue; labour legislation, proceedings of labour organizations, employers' associations, etc., notes. In the February, 1909, issue of the *Gazette* an excerpt was given from a similar article published in the British Board of Trade *Labour Gazette* on conditions of employment wages, trade disputes, prices, etc., in Great Britain during the preceding calendar year.

51. *Food Prices in the Eastern Townships, Quebec*.—A schedule of food prices in the Eastern Township section of the Province of Quebec, prepared by the *Labour Gazette* for Sherbrooke, Que., and district, was published in the *Gazette* for February, 1909.

52. *Intercolonial and Prince Edward Island Railway Employees' Provident Fund*.—The main features of the first annual report relating to the operations of this fund were published in the *Labour Gazette* for October, 1908.

53. *First Aid to the Injured*.—The *Labour Gazette* for July, 1908, contained a descriptive article dealing with a system recently introduced by the Montreal Rolling Mills Company for the purpose of rendering first aid to workmen injured in its employ. The article was contributed by the Works' Assistant of the General Manager of the Company.

## Special Reviews.

Several publications received at the Department were reviewed in special articles as being of particular interest to industry and labour. The following list of publications was reviewed in this way:—

1 Reports of Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, as Commissioner to enquire into the losses and damages sustained by the Chinese and Japanese population of the city of Vancouver, B.C., on the occasion of riots in that city during the month of September, 1907. The reports in each case set forth the proceedings of the Commissioner, the method followed in estimating the claims, the amount of the claims, and the extent of the damage. Correspondence between the Commissioner and representatives of the Chinese and Japanese governments was included in the reports.

2. An important work on British Columbia by Professor Albert Metin was specially reviewed in the *Labour Gazette* for May, 1908.

3. A review of a number of recent reports and maps of economic interest, issued by the Geological Survey of Canada in 1907-08 was published in the *Labour Gazette* for August, 1908.

4. A publication dealing with the mineral resources of Canada, issued by the *Canadian Mining Journal* to celebrate the visit of certain British and Continental mining engineers to Canada, was specially reviewed in the *Labour Gazette* for September, 1908. An important volume issued by the Department of Mines, Canada, on the mining and metallurgical industries of the Dominion, was also specially reviewed in the March, 1909, issue of the *Labour Gazette*.

5. A booklet issued to the public under the authority of the Right Honourable the Minister of Trade and Commerce, drawing attention to the provisions of the Government Annuities' Act, was reviewed in the *Labour Gazette* for December, 1908.

6. A paper written by the Comptroller of Railway Statistics of the Department of Railways and Canals, Canada, dealing with electric railway statistics, was reviewed in the *Labour Gazette* for December.

7. The leading features of the eighth annual report of the Department of Labour, Canada, were noted in a special article in the February, 1909, issue of the *Labour Gazette*.

8. The report of the Secretary of Commerce and Labour of the United States for 1908, dealing with immigration and naturalization, industrial conditions, manufactures, navigation, labour legislation, etc., was reviewed in the *Labour Gazette* for March, 1909.

9. A report of a British Royal Commission dealing with the subject of state afforestation was published in the March, 1909, issue of the *Labour Gazette*.

10. Statistics relating to farm land valuation and wages in Canada were quoted in the *Labour Gazette* for February, 1909.



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11. In view of the number of fatalities which have recently resulted in connection with the handling of explosives, a notice issued in 1908 by the Cobalt Lake Mining Company to its employees was specially reviewed in the February, 1909, issue of the *Labour Gazette*.

12. A special review of the annual report of the coal mines branch of the Department of Public Works, Alberta, for 1907, was published in the *Labour Gazette* for October, 1908.

(3) STATISTICAL AND OTHER PERIODICALS RETURNS AND STATEMENTS.

(a) Changes in Rates of Wages and Hours of Labour, 1908.

The Department continued during the past year its arrangements for securing the publication of a detailed statistical record of current changes in rates of wages and hours of labour throughout Canada. As above mentioned, the opening article in each issue of the *Gazette* contains a brief reference to the more important changes of the preceding month. The final statement, however, of the Department in the matter is presented in the form of a series of quarterly articles dealing with changes during the first, second, third and fourth quarters of the year, respectively. The leading feature of these quarterly articles is a tabular statement in which are set forth full details with regard to every change concerning which the Department is able to obtain information, the table showing the class and number of employees affected by the change, the locality and exact nature of the change, the extent to which weekly earnings are affected thereby and the manner in which the change was brought about. Accompanying this statement an analysis is made of the aggregate effect of the changes in the several industries and trades, and a review presented of the outstanding features of the period covered.

It will be remembered that wages were upward in tendency during the first nine months of 1907 in a more marked degree than in any previous year since 1903. In the final quarter of 1907, however, a downward tendency prevailed, the cause being the falling-off in industrial activity resulting from the contemporary stringency in the money market. This tendency was continued throughout the winter and spring months of 1908, during which wages generally were stationary levels or were lower than at the corresponding period of the previous year. This was particularly true of the less skilled branches of employment. Railway construction contractors and other large employers of unskilled labour were able to obtain a plentiful supply of men at lower rates than in 1907, and the same conditions prevailed in almost equal degree in the lumbering and manufacturing industries. Skilled farm hands continued in demand at high rates, but the wages of inexperienced help were lower. On the other hand, a number of important increases were granted at different times in the year to railway and civic employees, and miners' wages were on the whole well maintained. In the building trades rates were firm in the larger centres, but declines were reported from the country districts. Other skilled trades, including the printing and clothing trades, reported a number of in-

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creases, though cotton mill employees had their wages cut ten per cent. The chief weakness in wages' schedules was evidenced as above mentioned during the winter and spring months of the year, during which unemployment was more extensive than in many years previous in Canada.

## (b) Immigration and Colonization.

The Department continued the publication during the past year of the latest statistical information available from month to month with regard to immigration and colonization. Arrangements were entered into with the Department of the Interior during 1904, whereby official returns relating to immigrant arrivals, the number of homestead entries made, the nationality of the homesteaders, and the area of Dominion lands patented, are obtained, as soon as compiled, for insertion in the *Gazette*. As supplementary to this material, returns of land sales of various railway or other companies operating in Canada are published, as further illustrating the progress of settlement in the newer parts of the Dominion. Certain statistical information issued monthly by the Board of Trade of Great Britain, with reference to emigration from the United Kingdom to British North America, is also reviewed monthly. In a series of notes appended to the article various subjects of interest in connection with immigration are referred to, as for example, the immigration operations of the Salvation Army and other agencies engaged in bringing immigrants to Canada, the proceedings of immigration and colonization societies, special circumstances or features in connection with the distribution of immigrants, etc., etc.

For several years past one of the most important features affecting economical and industrial conditions throughout Canada has been the unprecedented influx of immigrants from Great Britain and the United States. This influx reached its height in 1907, in which the total number of immigrants entering Canada was 277,376, an increase of 28 per cent. as compared with the returns for 1906. During the past calendar year a considerable falling off from this total was recorded, the returns showing a decrease of approximately 48 per cent. This was almost wholly in the number of arrivals from Great Britain and other European countries; arrivals from the United States having shown a comparatively small decline. Homestead entries showed a net increase for the year 1908 of 9,144, the number in 1908 being 38,559, and in 1907, 29,415.

For the fiscal year ended March 31 last the total number of immigrants coming to Canada was 146,908, compared with 262,469 in the preceding year, while the number of homestead entries was 39,081, compared with 30,424 in the preceding year.

The falling off in immigrant arrivals above referred to was largely the result of the restrictions on immigration imposed by the Canadian Government in the opening months of 1908 and renewed at intervals thereafter, in view of the overstocked condition of the labour market following the financial stringency of the autumn of 1907. The text of the various orders in council issued by the Government in this connection was published in the *Labour Gazette*. The *Gazette* also published in full an order in council defining the obligations

of hotel and boarding-house keepers towards immigrants, and certain regulations and instructions issued by the government during the summer months of 1908 to ensure a rigorous enforcement of the law with respect to the admission of immigrants to Canada and the prohibition of certain classes. The instructions were specially directed to the various inspectors of the Government, a considerable addition in the number of which was made during 1908.

#### (c) Industrial Accidents.

For some years past a current record of industrial accidents has been kept by the Department. The record includes all accidents known to have been sustained throughout the Dominion by workmen in the course of their employment, and resulting in the loss of life or limb or other serious impairment of their industrial efficiency. A descriptive article based on this record is published monthly in the *Labour Gazette*, an analysis being given of the accidents of the previous month, classified according to the industries and trades in which the victims were engaged, with comparative returns for the preceding month and the corresponding month of the preceding year. A statement as to the ages of the victims is also given in so far as information is available. With the article is given a table of the fatal accidents of the month, classified according to industries and trades, and with details relating to the locality, the date and the cause or nature of each accident. Disasters involving the loss of more than one life are briefly described under separate headings. The record is based on information received from the correspondents to the *Labour Gazette*, from provincial inspectors of factories and mines, from the secretary of the Ontario Railway and Municipal Board, and from other authorities. The clipping bureau of the Department is also extensively utilized as indicating sources from which detailed and authentic information may be obtained.

An exhaustive analysis of the departmental record of industrial accidents, both fatal and non-fatal, during 1908, is published as a separate chapter of the present volume.

#### (d) Trade Disputes.

A monthly article dealing in detail with strikes and lock-outs throughout the Dominion was continued in the *Labour Gazette* during the past year, the form and scope being unchanged from previous years. The leading feature of the article is a statistical table embodying in the case of each labour dispute full details with regard to the number of employees affected, the locality, cause, duration, and result of the dispute. The disputes are classified according to the industries or trades in which they occur, and are further grouped in the table according as they begin during the month under review or prior to the beginning of that month. Accompanying the table is a brief description of each dispute. In order to show at a glance the full significance of the detailed tabular statement a series of brief statistical statements are presented in which the disputes are analysed according to trades, provinces, causes, methods of settlement and results, together with an estimate of the approximate number of workmen affected and the aggregate loss occasioned in working days.



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An analysis and review of the trade disputes occurring during the calendar year 1908 was published in the January, 1909, issue of the *Labour Gazette*. It was shown that there had been a very large decrease in the number of trade disputes occurring in Canada during 1908, compared with any of the seven preceding years of which the Department has a record. The total number of disputes in 1908 was 69, whereas the number in 1907 was 149, and in 1906, 138, the next lowest being in 1905, when 87 disputes occurred. Owing, however, to two strikes involving a large number of employees, namely, a strike of machinists and carmen on the Canadian Pacific Railway system and a strike of cotton mill hands in the province of Québec, the decrease in the number of workpeople concerned in these disputes did not correspond with the reduction in the number of disturbances and there was actually a large increase compared with previous years in the loss of time in working days. Approximately 26,232 employees were affected by trade disputes in 1908, compared with 34,694 in 1907. The loss of time in working days was 708,194 in 1908, compared with 603,986 in 1907 and 489,775 in 1906.

## (e) Recent Industrial Agreements.

Since the year 1906 the Department has published from time to time in the *Labour Gazette* the text of important agreements concluded between employers and employees in different industries and trades throughout Canada. It has been the practice to secure copies wherever possible of all formal arrangements of this character, inasmuch as the agreements in question not only contain a large body of information of a detailed character as to working methods and scales of remuneration in different branches of industry, but afford a useful and practical guide in the arrangement of other schedules and the settlements of disputes. A reference to the agreements effected under the Industrial Disputes Investigation Act, 1907, and published in the *Labour Gazette* has been made in preceding pages. In addition, the following agreements were published in the *Labour Gazette* during the fiscal year under the heading "Recent Industrial Agreements":—

1. Agreement between the Master Plumbers' and Fitters' Association of Toronto, Ont., and the Journeymen Plumbers, Gas and Steamfitters, known as Local Union No. 46.
2. Agreement between the various restaurant and hotel keepers and the local Hotel and Restaurant Employees' Union of Victoria, B.C.
3. Agreement between the Halifax and Southwestern Railway Company, Nova Scotia, and its maintenance-of-way employees, effective April 1st, 1908.
4. Agreement between the Dominion Atlantic Railway Company, Nova Scotia, and its maintenance-of-way employees, effective February 1, 1908.
5. Rules and rates of pay for telegraphers in the Intercolonial and Prince Edward Island, effective April 1, 1908.
6. Agreement between the longshoremen of Prescott, Ont., and their employers, effective July 30, 1908.
7. Agreement between steamship lines and longshoremen of St. John, N.B., effective September 9, 1908.

The report of an agreement reached between the shipping companies of Montreal, Que., and the longshoremen of that port with the assistance of the Honourable Rodolphe Lemieux, then Minister of Labour, was published under a separate heading in the *Labour Gazette* for May, 1908. The agreement was based on the terms arranged for the preceding season by the aid of a Board of Conciliation and Investigation established under the Industrial Disputes Investigation Act. The article also contained the text of a letter of thanks dated May 1, 1908, addressed to the Minister by the Corresponding Secretary of the Longshoremen's Union of Montreal.

(f) **Reviews of Official Reports and Blue Books.**

In addition to the publications mentioned above, as having been specially reviewed in the *Gazette*, a considerable number of official reports and blue-books containing information of interest from the standpoint of industry and labour were reviewed, as in previous years, under the heading "Reports of Departments and Bureaus" which appeared in each issue of the *Labour Gazette*. A complete list of these reports, classified according to the governments by which they were issued, is given below. It will be seen that among the publications which were noticed in this way were twenty-two issued by the Dominion of Canada; twenty-three issued by the various provinces of the Dominion; thirteen issued by Great Britain; one each by Western Australia and by New Zealand; fourteen by the United States; and one by Germany and by Belgium respectively.

CANADA.

1. Census and Statistics; Bulletin V; Agricultural Census of Ontario, Quebec and the Maritime Provinces, 1907.
2. Report of the Civil Service Commission, 1908.
3. Abstract of Insurance Companies in Canada for the year ended December 31, 1907.
4. Summary report of the Mines' Branch for the fiscal year 1907-08.
5. Report of the British Columbia Fisheries' Commission, 1907; Department of Marine and Fisheries.
6. List of shipping, issued by the Department of Marine and Fisheries, for year ended December 31, 1907.
7. Census and Statistics; Bulletin VI; Immigrants of the Agricultural Class in the Northwest Provinces, 1908.
9. Report of the Superintendent of Insurance of the Dominion of Canada for year ended December 31, 1907.
10. Special Report of the Commissioner of the Yukon Territory, *re* industrial conditions, for year ended March 31, 1908.
11. Canal Statistics for the season of navigation 1907.
12. Report of the Secretary of State for Canada, *re* industrial investments for the year ended December 31, 1907.
13. Report of the Postmaster General for year ended March 31, 1908.
14. Tables of the Trade and Navigation of the Dominion of Canada, for the fiscal year ended March 31, 1908.
15. Annual report of the Department of Indian Affairs, 1908.

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16. Report of the Minister of Justice as to Penitentiaries of Canada for the fiscal year, 1908.
17. Report of the Dairy and Cold Storage Commissioner, for the year ended March 31, 1908.
18. Report of the Department of Railways and Canals for fiscal year ended March 31, 1908.
19. Report of the Department of Public Works for the fiscal year ended March 31, 1908.
20. Report of the Department of Marine and Fisheries, 1907-08. Fisheries.
21. Census and Statistics; Bulletin VIII; Longevity and sanitation, 1908.
22. Report of the Inspector of British Immigrant Children and Receiving Homes for the year ended March 31, 1908.

*NOVA SCOTIA.*

1. Report of the Department of Mines, Nova Scotia, for the year ended September 30, 1907.
2. Annual report of the Secretary of Agriculture, Nova Scotia, 1908.
3. Report of the Subsidized Railways and other Public Works, Nova Scotia, for the year ended September 30, 1907.
4. Report of the Secretary of Industries and Immigration, Nova Scotia, 1908.

*NEW BRUNSWICK.*

1. Report on Agriculture for the Province of New Brunswick for the year 1907.

*QUEBEC.*

1. Report of the Minister of Public Works and Labour, Quebec, for the year ending June 30, 1907, *re* industrial conditions in Quebec.

*ONTARIO.*

1. Eighth annual report of the Bureau of Labour, Ontario, for the year ending December 31, 1907.
2. Report of the Special Committee on Prison Labour, 1908.
3. Second annual report of the Ontario Railway and Municipal Board to December 31, 1907.
4. Annual report of the Inspector of Technical Education, 1907.
5. First annual report of the Game and Fisheries of Ontario, 1907.
6. Fifteenth annual report of Neglected and Dependent Children of Ontario for 1907.
7. Fortieth annual report of the Inspector of Prisons and Public Charities upon the goals of the Province of Ontario, 1907.
8. Sixth annual report of the Temiskaming and Northern Ontario Railway Commission for the year ending December 31, 1907.
9. Twentieth report of the Inspectors of Factories for 1907.
10. Annual report of the Bureau of Industries for the Province of Ontario for 1907.
11. Seventeenth annual report of the Ontario Bureau of Mines, 1908.
12. Report relating to the registration of births, marriages and deaths in the Province of Ontario for the year ending December 31, 1906.



*MANITOBA.*

1. Report of the Beef Commission appointed to inquire into the purchase and sale of cattle, hogs, sheep and meat in the Provinces of Manitoba and Alberta, 1908.
2. Report of the Department of Public Works, Manitoba, for the year ending December 31, 1907.

*SASKATCHEWAN.*

1. Report of Mr. Francis Dagger *re* telephone service in the Province of Saskatchewan, Department of Railways, 1908.
2. Report of the Department of Public Works, Saskatchewan, for financial year ending February 29, 1908.

*ALBERTA.*

1. Annual report of the Department of Public Works of the Province of Alberta for 1907.

*GREAT BRITAIN.*

1. Report of the Secretary of State for the Home Department on the Wages Board and Industrial Conciliation and Arbitration Acts of Australia and New Zealand, 1908.
2. Report of an enquiry by the Board of Trade into working class rents, rates of wages, etc., in the principal industrial towns of Germany.
3. Report on changes in rates of wages and hours of labour in the United Kingdom, 1898-1906.
4. Return *re* unemployment in England and Wales during the year ended March 31, 1908.
5. General report of the Board of Trade upon accidents that have occurred on railways in the United Kingdom during 1907.
6. Mines and quarries: General report and statistics for 1907, Part II.
7. Annual statement of the trade of the United Kingdom with Foreign Countries and British Possessions, 1907.
8. Report on the employment of children in the United Kingdom.
9. Twelfth abstract of labour statistics of the United Kingdom for 1906-07.
10. Report of the Local Government Board for Scotland, *re* unemployment in Scotland during the year ended May 15, 1908.
11. Thirteenth annual report of the Chief Registrar of Friendly Societies for the year 1907.
12. Report from the Select Committee of Home Work together with the proceedings of the Committee, 1908.
13. Report on the administration of Labour Laws in the United Kingdom, 1906.

*WESTERN AUSTRALIA.*

1. Report by the Superintendent of the Labour Bureau of Western Australia for the year ending December 31, 1908.

## NEW ZEALAND.

1. Seventeenth annual report of the Department of Labour of New Zealand for the year ended March 31, 1908.

## UNITED STATES.

1. First annual report on the State Free Employment Offices of Massachusetts for the fiscal year ended November 30, 1907.
2. Twenty-first annual report of the Bureau of Industry and Labour Statistics for the State of Maine, 1907.
3. Twenty-third annual report of the Bureau of Labour and Industry of the State of Kansas for 1907.
4. First report, Bureau of Labour Statistics. Industrial Accidents in Illinois for six months ending December 31, 1907.
5. Bulletin of the Bureau of Labour, No. 77, July, 1908, Washington, D.C.
6. Seventh biennial report of the Bureau of Labour of the State of New Hampshire, 1908.
7. Twenty-second annual report of the statistics of manufactures in the State of Massachusetts, for 1907.
8. Thirteenth biennial report of the Bureau of Labour and Industrial Statistics of Wisconsin. Part III, Industrial Hygiene and the Police Power.
9. Annual report of the Commissioner of Corporation to the Secretary of Commerce and Labour for the year ended June 30, 1908.
10. Twelfth biennial report of the Bureau of Statistics of the State of Indiana for 1907 and 1908.
11. Eleventh annual report of the Bureau of Labour and Industrial Statistics for the State of Virginia for 1908.
12. Thirteenth annual report of the Bureau of Labour Statistics for the State of Iowa for the biennial period, 1906-07.
13. Twenty-fourth annual report of the Bureau of Labour and Industry of the State of Kansas for 1908.
14. Twenty-fourth annual report of the Department of Inspection of Workshops, Factories and Public Buildings of Ohio for 1907.

## GERMANY.

1. Report of the Imperial Statistical Bureau of Germany, 1890, on the Bureaus of Labour Statistics in the principal countries of the world.

## BELGIUM.

1. Rates of wages and hours of labour in the metal trades in Belgium, 1903. Department of Industry and Labour.

Other reports to the number of 136 were received by the Department during the year and were noted in the *Labour Gazette* though not reviewed at length.

## (g) Legal Decisions Affecting Labour.

Ever since the establishment of the *Labour Gazette* in 1900, a separate department of the journal has been devoted to the recording of current legal decisions affecting labour. In the issues which appeared during the fiscal year 1908-09, there were, altogether, 204 legal decisions recorded in this way, a statement being given in each case of the more important points at issue, the nature and effect of the decision, the court in which the case was tried, the time and place of the decision, and the name of the presiding judge and of the plaintiff and defendant. Included among the cases cited were a number which came before British or United States courts but which were of interest on account of the principles involved to the industrial public of Canada.

Among the more important decisions of which a detailed report appeared in the *Labour Gazette* were the following: In September, 1907, His Honour Judge Choquette rendered an important decision in the Court of Special Sessions at Montreal, in the matter of a prosecution instituted under the Alien Labour Act against the Dominion Car and Foundry Company. The company was charged with having brought labourers to Canada in contravention of the Act, and in defence pleaded that its establishment was a new industry and that the skilled labour for it could not be obtained in Canada. The judgment of the court was in favour of the defence. Settlement was also made during the year by the Judicial Committee of the Privy Council, and subsequently by negotiations between the parties, of the long-standing controversy between the Sheet Metal Workers' Union of Toronto and the Metallic Roofing Company, the decision of the committee being in favour of the men. In connection with the dispute within the ranks of the Provincial Workmen's Association of Nova Scotia on the subject of the affiliation of branches of the association with the United Mine Workers of America, several suits were instituted which were duly reported in the Gazette. Another very important decision of the year was that of Mr. Justice Mather, of Winnipeg, in an action brought by the Master Plumbers of that city against the members of the local Journeymen Plumbers, Gas and Steam Fitters' Unions, for damages caused by the defendants in preventing the plaintiffs from getting men to work for them, in preventing other men from entering the plaintiff's employment, and inducing men in the employment of the plaintiffs to leave the same. The judge awarded damages to the extent of \$2,000 and costs. In the same city the fair wages clauses endorsed by the municipal authorities were declared in the High Court of Manitoba on November 6 to be illegal. Other important decisions of the year included that of the Privy Council in connection with the case of the Dominion Coal Company vs. the Dominion Iron and Steel Company and that of the same tribunal enforcing a second-class fare of two cents per mile between Toronto and Montreal on the Grand Trunk Railway system. In British Columbia the validity of the "Natal" Act was subjected to legal test and the measure was declared *ultra vires*.

Among the British cases reported in the *Gazette* the most important was that of Osborne vs. the Amalgamated Society of Railway Servants. The point



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involved was the extent to which the funds of trade unions may be used for political purposes; it may be stated that since the Taff-Vale case no other decision of equal importance has been given as affecting the position of trade union funds before the law in England.

In the United States the sentencing of the president, vice-president and secretary of the American Federation of Labour to imprisonment for contempt of court, a sentence against which appeal was entered, was of great interest to labour in Canada, and a full statement of the issues involved was published in the *Labour Gazette* for January, 1909.

Among other subjects dealt with in the legal decisions reported in the *Labour Gazette* mention may be made of the following:—Employers' liability and workmen's compensation for injuries; violations of the Alien Labour Act; the protection of wages; the liability of directors of companies for wages; the responsibility of railway employees; violations of the Lord's Day Act; violations of the Scott Act by employees; the defamation of employees' character by employers; rights of strikers; observance of fair wages clauses; the legality of picketing; violation of the factories' acts; frauds of employment agencies; improper marking of fruit; contributory negligence; liability of trade unions; wrongful dismissal; rights of apprentices; combines in restraint of trade, enforcement of mechanics' liens; the application of Master and Servants' Acts; desertion of employment, etc., etc.

(h) Fair Wages Schedules in Government Contracts.

The *Labour Gazette* contained each month copies of the fair wage schedules prepared by the officers of the Department and inserted in contracts by the different departments of the Dominion government during the month preceding the date of the issue. Altogether 184 schedules of wages were published in this way during the year. Apart from its immediate significance, the information set forth in these tables as to the rates of wages prevailing in the building trades and other occupations in different parts of the Dominion was of general interest.

## II.—THE INDUSTRIAL DISPUTES INVESTIGATION ACT.

The measure to the consideration of which the present chapter is devoted became law on March 22, 1907, so that to the close of the fiscal year ended March 31, 1909, the Act had been in practical operation for two years, and it is possible to place some estimate on its value as a factor in the adjustment of industrial disputes.

Until human nature has advanced several steps further towards that enlightenment which alone will afford complete harmony it is to be feared that, whether in the relations between man and man or as between nation and nation, absolute peace will be long in coming. Canada cannot hope to rise above the level of humanity. Meanwhile, every agency having as its object the lessening of strife in any form, and the adoption of practical methods to that end must surely be regarded as a definite step in advance. From this point of view it is believed the Industrial Disputes Investigation Act, 1907, viewed either as to its object and the machinery by which it is sought to attain that object, or as to its actual achievements during the two years of its life, will be generally accepted as a contribution of great and permanent value, and as a factor of the highest importance in the promotion of industrial peace.

The Act is practical because it does not seek to deprive men of the right to strike, or the employer of the right to lock out, under all conceivable circumstances. It is recognized that in the ultimate resort and at the present stage of human development there may, to those concerned, sometimes appear no other way out. The Act has, therefore, declared that in certain industries there can be lawfully no strike or lockout until after the dispute has been referred under the Act to a Board of Conciliation and Investigation established to adjust the same. If the attempt to effect an adjustment succeeds the strike or lockout is averted, if not, and it is so desired by the parties, the ancient method of appeal to strike or lockout is still available. It is true that some communities, Australia and New Zealand notably, have declared strikes illegal under any circumstances, but as the record shows, such laws have not prevented strikes, though concurrent legislation in these countries looking to the settlement of disputes by conciliation has combined with the measures of prohibition in greatly lessening their number.

### TWENTIETH CENTURY PROGRESS.

We move quickly in these days, however, and it may be possible that sooner than many have expected the strike may be abandoned as a weapon, for the reason that those who have felt compelled to use it have found less clumsy and primitive methods to rectify their grievances. Arbitration, conciliation, co-operation, profit-sharing are all making in the same direction and will aid each other in the advance to the goal sought universally. Lord Morley

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has observed: "People seldom realize the enormous period of time which each change in men's ideas requires for its full accomplishment." The English statesman and scholar was referring at the time to events that had happened rather than to those that might happen, and he was urging that we should correct our impatience at what may seem to be slow progress of the present by looking back at the past. But Lord Morley wrote his essay on "Compromise," from which the sentence is taken, a generation ago, and since then a lightning press has encircled the world, and nations at opposite ends of the earth are exchanging thoughts with a degree of swiftness and intelligence that does not yet cease to amaze and impress those who reflect upon it. The problem, too, on which the leaders of the race in all lands are now concentrating their thoughts with an intensity of purpose never known to be equalled is that of the general betterment of the working classes, with which is of necessity inextricably interwoven the question of industrial peace. It is possible, therefore, that the speed with which great movements have progressed and vast social reforms have been accomplished in the past may be no criterion of what the future will witness. It is at least a moment of great transition, and though the future cannot be forecast, yet history will doubtless repeat itself in this, that the reality will far surpass the dreams of the imagination.

## RECORD OF THE ACT.

If we turn to the actual record of the Act under discussion it is found that during the two years of its existence there have been fifty-five disputes referred under its provisions, thirty in the fiscal year 1907-08 and twenty-five in the fiscal year 1908-09, in each of which it was declared under oath that a strike or lockout would occur unless a settlement was effected as a result of this reference. As a result of these, fifty-five references, forty-nine Boards of Conciliation and Investigation were established. In the six remaining cases settlements were effected either during the formation of the Board or during the discussion arising out of the application and in any case as a direct result, it may be confidently stated, of the influence of the Act. In two cases only of the fifty-five referred, one in each of the two years concerned, did the threatened strike or lockout actually occur after an inquiry had been made. To these exceptions reference will be made later.

## A CONTRACT AND A LESSON.

It is fairly well understood by this time that this Act refers in the first place only to public utility industries and to mines. It is disputes in these industries which chiefly menace the public weal and may bring inconvenience, disaster and distress if long continued, not only or perhaps not even mainly on those directly concerned in the struggle, but on whole communities. An object lesson was to be found shortly after the close of the fiscal year in the street railway strike in Philadelphia. Here is a city covering an area so vast that transit by street railway is practically a necessity of life and when a sudden cessation of traffic means unfailing and immediate loss and suffering



to scores of thousands. The company endeavoured to run a number of cars in spite of the strike with the result that disorder and riot occurred. There were ten days of turmoil and excitement, police and soldiers were on day and night duty. Numerous street battles were fought, in the chief of which a hundred people were wounded. It was real civil war on a small scale. Then the two parties began to see what each other wanted, saner methods prevailed, and the strike was settled.

At the very time the street railway employees and their sympathizers were fighting the police and the soldiers in the streets of Philadelphia, the street railway men of Winnipeg were engaged in a struggle with the Electric Railway Company of that city. The methods were, however, very different. In the Canadian city a Board was in session from day to day for a couple of weeks hearing evidence formally or informally, as its members pleased, as to all the points in controversy. In the chair was a Presbyterian Divine, more widely known in his character as a great Canadian novelist, author of "The Sky Pilot" and other famous stories. On one side of the celebrated Ralph Connor sat a gentleman prominent in the business world of Winnipeg; on the other side of the chairman sat a well known labour leader of trained mind and moderate judgment. The two gentlemen last indicated were the nominees respectively of the Company and the employees; the Chairman was appointed by the Minister of Labour, the other members having failed within a given number of days to recommend jointly a third member, who under the Act would have been Chairman. The Board had all the powers of a Court, though its procedure was on informal lines. This organization was fairly representative of the larger number of Boards which during the last two years have played an effective part in the settlement of industrial disputes in Canada.

It was no easy task to adjust the points of difference in this particular case at Winnipeg, and if the Board had not been composed of men of tact and wisdom and patience no doubt the task would have been given up and the cars outside would have stopped running and the streets would have become the scene of disorder similar to that witnessed in Philadelphia. By persisting, the Winnipeg Board secured an agreement which was satisfactory to both the Company and employees, achieving without the loss of a dollar or the shadow of disturbance, precisely the same result as was brought about in Philadelphia after heavy financial losses and much actual bloodshed. One may be pardoned for pointing the contrast and dwelling on the advantage of the methods offered by the Canadian Act.

#### EXCEPTIONS TO THE RULE.

It may be urged, having in mind the two strikes above mentioned, the coal mining strike in Nova Scotia in 1907, and the C. P. R. machinists' strike in 1908, that the law does not invariably succeed. This, however, was hardly to be expected, and as has been pointed out in the introductory article to the present volume, it is only claimed for the measure that it is, as its title declares, "an act to *aid* in the prevention and settlement of strikes, etc." The cases cited are obvious exceptions to the rule and are attributable, moreover, in

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part to the newness of the law. The two instances in which the Act failed to avert the threatened strike were (1) that of the 1,700 miners employed by the Cumberland Railway and Coal Company, of Springhill, N.S., and (2) that of the machinists in the employ of the Canadian Pacific Railway. In the first case, the dispute was one of a long series of differences between the company and its employees, which had, as a rule, been settled by strikes, and the principle of settlement along other lines was one of some novelty to the men. When an award was given which was favorable to the Company on one of the two points submitted and favorable to the men on the other point, it was apparently believed that by striking the point on which the Board had decided against them could still be won. Those favouring this course ignored the fact that by means of the Act they had been able to secure a very searching and thorough investigation in which the employer and the men had been face to face and had freely and informally examined each other and been examined by the Board during many days and that the decision against which they contended had been reached as the result of the most careful deliberations. That strike lasted from August 1 to October 31, when the men returned to work on precisely the terms recommended by the Board, and these terms have remained in force ever since. This strike occurred during the fiscal year 1907-08 and was fully discussed in the annual report of that year.

The second case in which the Act failed to avert a strike after its machinery had been fully and fairly invoked was that during the past fiscal year on the part of the machinists employed by the Canadian Pacific Railway Company. In this case the enquiry was of an exceptionally prolonged nature and was marked by the unusual incident of one of the parties withdrawing from the proceedings at one stage on account of a ruling of the Chairman. The incident served in a manner to illustrate the effectiveness and fairness of the spirit and method of the Act, since the Board as reconstituted by the Minister found ultimately in favour of the party which had withdrawn from the proceedings. The men concerned numbered above 8,000 and the dispute extended throughout the length and breadth of the Canadian Pacific Railway. The findings of the Board were signed by two members and a minority report was forwarded by the third member, the nominee, namely, of the employees. The findings of the Board were by no means wholly in favour of the company, the men having secured several very important points, and the company accepting the findings only under protest. The men, however, or their leaders considered the points gained insufficient. The particular points of disagreement will be found by a comparison of the reports as printed in the appendix to the present volume. A strike was accordingly declared early in the month of August. The time was undoubtedly favourable from the point of view of the men, it being almost the beginning of the harvest season, a period when practically every piece of rolling stock is needed for the transportation of grain. The management of the railway was no doubt seriously inconvenienced, but it does not appear that the public interests suffered materially at any time. On the other hand, it is represented that the men fell into considerable distress. Assistance that had been expected from different sources did not come to hand, and the

strike pay was limited. Mr. James H. McVety, "Secretary of the Strike Federation," reviewing the struggle when it had closed, said in a statement over his name in *The Voice*, a labour organ published in Winnipeg:—

"The laws of the country were not enforced, the mandates of the railway commission were disregarded, and if the government had publicly stated their intention of supporting the company very little more practical assistance could have been given.

"During the strike many efforts towards mediation were made by ministers of the government and ministers of the Gospel, boards of trade and boards of control, politicians and political aspirants, but the Company maintained their non-committal attitude and asserted their ability to handle their own affairs.

"The proximity of the election day still spurred the politicians to further activity and after a lot of parleying a chance of restoring 80 per cent. of the men to work immediately was offered by the President of the Company through the Provincial Government of Manitoba, and they agreed to stand sponsors for the fulfilment of the contract.

"Knowing the terrible conditions of the membership, 6,500 of whom had received less than \$2.00 apiece during the two months of the strike, and being aware that the Company apparently had sufficient men to operate trains, the committee considered that this was the best that could be got under the circumstances, and decided to accept the terms offered in the belief that the preservation of the organizations was of great importance, and knowing that the daily increasing number of unemployed would enable the Company to carry on the fight indefinitely and result in the men being ultimately starved into submission.

"The strike was declared off and the membership are now working under the 1907 schedules, with the changes made by the report of the board."

The strike was brought to a close early in October, having existed about two months. The men returned to work as in the case of the strikers at Springhill a year earlier, on the terms laid down by the Board to which the dispute had been referred, the Company agreeing to take on as many as possible at once and to re-engage others as vacancies occurred. It was a considerable time, however, before all those who had gone on strike were back at work. Moreover, the strikers were declared by the Company to have lost their claims on the Company's pension system. When, at the beginning of April of the present year, the agreement came up again for renewal, it was, after considerable discussion continued on substantially the same lines.

These two disastrous strikes, following what appears to have been in each case a searching enquiry and an impartial deliverance and resulting in a complete acceptance of the decision that had been contested, can hardly fail to have been valuable object lessons of the futility of striking to secure more than can be obtained by fair negotiations.

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\*The street railway dispute at Winnipeg referred to earlier in the present chapter did not occur until after the close of the financial year 1908-09 and is not therefore included in the list.



## STRIKES AND LOCKOUTS PREVENTED BY ACT.

Against the two instances, one in the case of coal miners, the other in the case of railway machinists, in which, in the course of two years, strikes occurred in spite of the operation of the Act, may be set the following list of disputes in which during the same time after a reference under the terms, no strike occurred, viz.:—

Coal Miners . . . . .	25
Metalliferous mines . . . . .	4
Railway telegraphers . . . . .	5
Locomotive engineers . . . . .	2
Railway carmen . . . . .	3
Railway machinists . . . . .	1
Railway freight clerks . . . . .	1
Railway firemen and engineers . . . . .	2
Railway freight handlers . . . . .	1
Street railways (Hamilton, Ottawa and Quebec) . . . . .	3
Longshoremen (Halifax and Montreal) . . . . .	2
Sailors . . . . .	1
Teamsters . . . . .	1
Textile workers . . . . .	1
Boot and shoe workers . . . . .	1
<hr/>	
Total strikes averted . . . . .	53

## DETAILED STATEMENT OF OPERATIONS.

The following statement covers the operations of the Act from the date of its enactment, March 22, 1907, to March 31, 1909, representing the first two years of the life of the Statute. As between the two years included in the statement the disputes in connection with which proceedings took place were divided as follows:—From March 22, 1907, to March 31, 1908, thirty-five; from March 31, 1908, to March 31, 1909, twenty. One strike occurred in each year as set forth above, after an investigation by the Board. Between March 22, 1907, and March 31, 1909, also, six applications, in addition to these indicated above, were received which related to industries other than public utilities and in which Boards could only be established, therefore, by consent of all parties concerned. In these six cases such consent was not obtained, so that further action by the Department was not possible. Correspondence was also exchanged between the Department and those concerned in different disputes in which, however, the circumstances did not call for any formal procedure.

DEPARTMENT OF LABOUR, CANADA.  
STATISTICAL TABLES, IX., A. R. No. 2.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

TABLE SHOWING PROCEEDINGS UNDER ACT FROM MARCH 22, 1907, TO MARCH 31, 1909

Applications concerning disputes in mines and public utilities.							Application concerning disputes in industries other than mines and public utilities. 2	Total applications under Act. 55
53								
	Concerning mines and smelters.  30		Concerning transportation and communication.  23				Disputes referred by consent of parties concerned under sec. 63 of I. D. I. Act., 1907. 2	55
	Coal Mines.	Metalliferous Mines	Railways.	Street Railways.	Long-shoremen.	Teamsters.	Sailors.	
*Strikes averted or ended.....	25	4	15	3	2	1	1	53
Strikes not averted or ended..	1	0	1	0	0	0	0	2

\* On the close of the financial year results were still pending in connection with four applications, viz: (1) application made on behalf of the commercial telegraphers employed on the lines of the Michigan Central Railway Company in Canada regarding matters in dispute with the Great North Western Telegraph Company; (2) application made on behalf of employees of the Manitoba Cartage Company, Limited, of Winnipeg; (3) application made on behalf of the station and telegraph employees of the Kingston and Pembroke Railway Company; (4) application made on behalf of certain employees of the Dominion Coal Company of Glace Bay, Cape Breton.

## APPLICATIONS FOR BOARDS OF CONCILIATION AND INVESTIGATION.

## A.—MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION, AND OTHER PUBLIC UTILITIES.

1. Appointed by the Minister, under sec. 8, sub-sec. 1, of the I. D. I. Act, on recommendation from party concerned.
2. Appointed by the Minister, under sec. 8, sub-sec. 2, of the I. D. I. Act, in the absence of a recommendation from party concerned.
3. Appointed by the Minister, under sec. 8, sub-sec. 3, of the I. D. I. Act, on the joint recommendation of the two members first appointed.
4. Appointed by the Minister, under sec. 8, sub-sec. 4, of the I. D. I. Act, in the absence of a joint recommendation by the two members first appointed.

## MINING AND SMELTING INDUSTRY.

## 1. COAL MINES.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	RESULT OF REFERENCE.
1907. April 8*	Cumberland Railway and Coal Company and employees.	Employer*	Springhill, N. S.	1,700	Concerning employment of non-union workmen.		1907.		On April 1, employees went on strike. It was alleged by employees that they were under impression that the mines of Nova Scotia were exempt from provisions of Act. When it was explained Act applied to all Canada, employees returned to work April 8. Difficulty amicably settled. No Board constituted.
April 9	Canada West Coal & Coke Company and employees.	Canada West Coal & Coke Company and employees.	Taber, Alta.	150	Concerning hours of labour.				On April 1, employer locked out employees. Employer alleged that this was done in ignorance of provisions of Act. When informed of provisions of Act by department, mines were reopened on April 18. Subsequently an amicable settlement was effected through intervention of Mr. J. D. McNiven, Fair Wages Officer of Department. No Board constituted.

+ It is important to note in connection with these disputes that the "Industrial Disputes Investigation Act" was not assented to till March 22, 1907. It was some weeks later before copies of the Act were available for distribution. Its provisions in consequence were not fully known by the parties at the time these disputes occurred.

\* Applications for a Board were received also from the employees, parties to this dispute.



## INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board : (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	RESULT OF REFERENCE.
April 9	*Western Coal Operators Associations and employees..... Canadian American Coal & Coke Co.....	Employees.....	..... Frank, Alta.....	..... 250	Concerning terms of joint agreement, including wages schedule and other conditions of employment.	Hon. Sir Wm. Mulock, K. C. M. G., [CH] J. L. Parker, [F] L. P. Eckstein, [M]	April 22	May 29	Employees went on strike in the several mines while proceedings were pending in connection with the establishment of the Boards of Conciliation and Investigation, in consequence, it was alleged, of misunderstandings which arose through ignorance of the provisions of the Act. The Deputy Minister of Labour left for Fernie on April 19, to explain to the parties the provisions of the law. While in Fernie, the parties consented to his intervention as a conciliator under the Conciliation Act, 1900, and an agreement was effected on May 4. The Boards convened at Fernie on April 30, but adjourned proceedings pending investigations by the Deputy Minister. On May 6th the Boards re-convened to receive from the parties a formal statement that the differences had been adjusted, a further cessation of work being thereby averted. An important feature of the settlement was the establishment of a standing committee of conciliation between the employers and employees, to which future differences were to be referred.
	Crow's Nest Pass Coal Co..... International Coal and Coke Company..... West Canadian Collieries, Limited..... Breckenridge and Lund Coal Co..... H. W. McNeil Coal Co..... Pacific Coal Company.....	..... ..... ..... ..... ..... .....	..... Ferne, Coal Creek, Michel, B. C.... Coleman, Alta.... Lille and Bellevue Lunbreck, Alta.... Canmore, Alta.... Banthead, Alta..	..... 1,800 370 250 125 300 400	..... ..... ..... ..... ..... .....	Hon. Sir Wm. Mulock, K. C. M. G., [CH] F. B. Smith, [F] L. P. Eckstein, [M]			

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May 8	Cumberland Railway and Coal Company and employees.....	Employees	Springhill, N.S. . . . .	1,700	Concerning payment for work in count-er levels and stone in pillar work.	The Hon. Mr. Justice Graham [C] <sup>†</sup> P. S. Archibald [E] <sup>†</sup> R. B. Murray [M] <sup>†</sup>	May 17	July 13	Board being unable to effect a settlement by conciliation, presented a report signed by the Chairman and Mr. Archibald. Minority report was presented by Mr. Murray. The recommendations of the Board were not accepted by the employees. The strike which was threatened prior to the application for Board on May '8, was averted for the time being but took place on August 1 continuing until October 31, when the employees returned to work on the conditions recommended in the report of the Board.
May 27	Alberta Railway and Irrigation Coal Company and employees of coal mines.	Employees	Lethbridge, Alta. . . . .	400	Concerning conditions of employment.	.....	.....	.....	Amicable settlement, including agreement as to conditions of employment and establishment of a standing committee of conciliation effected between parties while Board was in process of constitution, strike being thereby averted.
July 12	Cumberland Railway and Coal Company and employees.	Employees	Springhill, N.S. . . . .	1,700	Concerning wages and other conditions of employ-ment.	His Honour Judge Patterson, [C] <sup>†</sup> P. S. Archibald [E] <sup>†</sup> R. B. Murray [M] <sup>†</sup>	July 27	Sept. 21	Employees declared a strike on August 1 in reference to ques-tion of payment for stone in pillar work, having refused to accept the recommendations of the Board appointed May 17 to deal with this subject. In virtue of this strike, proceedings before the Board were suspended until September 9, when the Board sat for two days, and presented an interim report. The strike ended on October 31, the employees returning to work on the conditions recom-mended in the report of the first Board.
Sept. 16	Hosmer Mines and em-ployees.	Employees	Hosmer, B.C. . . . .	100	Concerning wages and other conditions of employ-ment.	His Honour Judge Wilson [C] <sup>†</sup> F. B. Smith [E] <sup>†</sup> F. H. Sherman [M] <sup>†</sup>	Sept. 30	Oct. 21	The Board presented a unanimous report, which though not formally accepted by the parties, formed the basis of an agree-ment subsequently reached by them and reported to the De-partment, a strike being there-by averted.

\* Applications for a Board were received also from the employees, parties to this dispute.

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## INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	RESULT OF REFERENCE.
1907 Sept. 18	Hillcrest Coal and Coke Co. Limited and employees.	Employees	Hillcrest, Alta.	70	Concerning wages and other conditions of employment.	Hon. C. W. Fisher [C] <sup>1</sup> J. K. McDonald [E] <sup>1</sup> F. H. Sherman [M] <sup>1</sup>	Sept. 24 Nov.	4	The report of the Board was accompanied by a minority report by Mr. Sherman. Though neither report was formally accepted by the parties, a settlement was reached in consequence of the inquiry by the Board, and a strike thereby averted.
Nov.	Canada West Coal and Coke Company and employees.	Employees	Taber, Alta.	150	Concerning wages, hours, and other conditions of employment.	Hon. Mr. Justice Stuart [C] <sup>1</sup> S. A. Jones [E] <sup>1</sup> F. H. Sherman [M] <sup>1</sup>	Nov. 20 Dec.	20	Differences adjusted, and agreement concluded before Board, dating from December 9, 1907, until March 31, 1909, a strike being thereby averted.
Nov.	Domestic Coal Co. and employees.	Employees	Taber, Alta.	50	Concerning wages, hours, and other conditions of employment.	Hon. Mr. Justice Stuart [C] <sup>1</sup> R. Duggan [E] <sup>1</sup> F. H. Sherman [M] <sup>1</sup>	Nov. 20 Dec.	28	Differences adjusted, and agreement concluded before Board, dating from December 9, 1907, until March 31, 1909, a strike being thereby averted.
Nov.	Duggan Huntrods & Co. and employees.	Employees	Taber, Alta.	40	Concerning wages, hours, and other conditions of employment.	Hon. Mr. Justice Stuart [C] <sup>1</sup> J. Shorthouse [E] <sup>1</sup> F. H. Sherman [M] <sup>1</sup>	Nov. 20 Dec.	28	Differences adjusted, and agreement concluded before Board, dating from December 9, 1907, until March 31, 1909, a strike being thereby averted.
Nov.	Strathcona Coal Co. and employees.	Employees	Edmonton, Alta.	40	Concerning wages, hours, and other conditions of employment.	G. Montgomery [C] <sup>3</sup> F. L. Oter [E] <sup>1</sup> F. H. Sherman [M] <sup>1</sup>	Dec. 2	28	Differences adjusted, and agreement concluded before Board, dating from September 23, 1907, until March 31, 1909, a strike being thereby averted.
Nov. 21	Cumberland Railway and Coal Company and employees.	Employees	Springhill, N. S.	1,700	Concerning wages and other conditions of employment.	His Honour Judge Dec. Patterson [C] <sup>4</sup> R. B. Murray [M] <sup>1</sup> Hiram Donkin [E] <sup>2</sup>	Dec. 24 Jan. 1908	22	The Board presented a unanimous report, which the employees expressed a willingness, and the Company an unwillingness to accept. No further cessation of work took place.



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1908 Jan. 4	4 Dominion Coal Co., Ltd., and members of the Provincial Workmen's Association.	Employees	Dominion, C. B. . .	7,000 Concerning wages and conditions of employment.	Prof. A. Shortt [C] <sup>4</sup> J. Dix Fraser [E] <sup>1</sup> Dr. A. Kendal (M.P.P.) [M] <sup>1</sup>	Feb. 18	23 Differences adjusted, and an agreement concluded before the Board, effective from March 16, 1908, to December 31, 1909, a strike being thereby averted.
Feb. 10	10 John Marsh, John Howells, Stevens Bros., coal mine operators, dealt with as a whole and employees.	Employers	Woodpecker, Alta.	100 Concerning wages and conditions of employment.	Hon. Mr. Justice Stuart [C] <sup>3</sup> W. E. Bullock [E] <sup>1</sup> F. H. Sherman [M] <sup>1</sup>	Feb. 25	4 The report of the Board stated that the Act did not apply in this case, the mines having closed down for lack of orders before the investigation occurred. A wage scale was, however, recommended. The report was accompanied by a minority report, making other recommendation.
Mar. 16	16 Western Dominion Collieries, Limited and employees.	Employees	Taylorlton, Sask. . .	90 Concerning wages and hours.	His Honour Judge Myers [C] <sup>4</sup> J. O. Hannah [E] <sup>1</sup> F. H. Sherman [M] <sup>1</sup>	April 10	5 Differences adjusted and agreement concluded before Board, effective from May 1, 1908, to May 1, 1909, a strike being thereby averted.
Mar. 16	16 Manitoba and Saskatchewan Coal Company, Ltd., and employees.	Employees	Bienfait, Sask. . . .	50 Concerning wages and hours.	His Honour Judge Dawson [C] <sup>4</sup> G. C. Grove [E] <sup>1</sup> F. H. Sherman [M] <sup>1</sup>	April 22	8 The report in this case appears as represented to the Department, to have been mislaid by one of the members of the Board and unusual delay occurred thereby in its presentation. The Board disagreed in its findings, but no cessation of work was reported.
Mar. 25	25 Cumberland Railway and Coal Company, Ltd., and employees.	Employees	Springhill, N.S. . . .	1,600 Concerning wages.	His Honour Judge Wallace [C] <sup>4</sup> Hon. John Armstrong [E] <sup>2</sup> R. B. Murray [M] <sup>1</sup>	April 29	26 The report found against the claims of the men, and was accompanied by a minority report, finding generally, but not wholly, in favour of the men. The employees declared the minority report acceptable to them. No cessation of work was reported.
May 2	2 Standard Coal Company and employees.	Employees	Edmonton, Alta. . .	20 Concerning wages and conditions of labour.	His Honour Judge Taylor [C] <sup>4</sup> F. B. Smith [E] <sup>1</sup> F. H. Sherman [M] <sup>1</sup>	June 19	22 Company had previously made an agreement individually with employees. Representative of men was willing to take agreement for what it was worth but would not enter into same on behalf of union. Board decided to leave the existing agreement intact, and this arrangement appears to have been satisfactory, a strike being thereby averted.

## INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	RESULT OF REFERENCE.
1908 May 12	Nova Scotia Steel and Coal Company and employees.	Employees	North Sydney, N. S.	1,700	Concerning wages and conditions of labour.	Prof. A. Shortt [C] <sup>3</sup> Dr. D. Allison [E] <sup>2</sup> J. W. Maddin [M] <sup>1</sup>	June 19	Aug. 1	An agreement concluded before the Board on all points, and a strike thereby averted.
May 14	International Coal & Coke Co. and employees.	Employees	Westville, N. S.	800	Concerning wages and conditions of labour.	.....	.....	.....	No Board was established in this case, the parties having come to an amicable agreement, subsequent to forwarding the application, a strike being thereby averted.
May 15	Acadia Coal Co. and employees.	Employees	Stellarton, N. S.	800	Concerning wages and conditions of labour.	.....	.....	.....	No Board was established in this case the parties having come to an amicable agreement, subsequent to forwarding the application, a strike being thereby averted.
May 18	Port Hood and Richmond Railway Coal Co. and employees.	Employees	Port Hood, N. S.	300	Concerning wages and conditions of labour.	His Honour Judge McGillivray [C] <sup>3</sup> Geo. S. Campbell [E] <sup>1</sup> Jas. Macdonald [M] <sup>1</sup>	June 8	July 2	A unanimous report was made by the Board with recommendations for a settlement of all differences, which is understood to have been accepted as a basis of working operations, a strike being thereby averted.
July 2	Maritime Coal, Railway & Power Co., Limited, and employees.	Employees	Chignecto, N. S.	200	Concerning wages and conditions of labour.	Rev. Chas. Wilson [C] <sup>3</sup> B. Barnhill [E] <sup>1</sup> R. B. Murray [M] <sup>1</sup>	July 6	July 27	An agreement was effected before the Board on all the points at issue and covering the period of two years from July 31, 1908, a strike being thereby averted.
Oct. 19	Galbraith Coal Co., Ltd., and employees.	Employees	Lundbreck, Alta.	30	Concerning wages and conditions of labour.	Chas. Simister [C] <sup>3</sup> F. B. Smith, C. E. [E] <sup>1</sup> Jas. A. Macdonald [M] <sup>1</sup>	Nov. 25	Dec. 14	The Board presented a unanimous report recommending a basis of settlement which was subsequently, in correspondence with the Department, accepted by both parties to the dispute, a strike being thereby averted.
1909 March 4	Dominion Coal Co., and employees, members of U. M. W. of A.	Employees	Glace Bay, N. S.	3,000	Alleged discrimination against members of U. M. W. of A.	His Honour Judge Wallace [C] <sup>4</sup> G. S. Campbell [E] <sup>2</sup> Daniel McDougall [M] <sup>1</sup>	Mar. 22	.....	Proceedings unfinished at close of financial year.

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## 2.—METAL MINES.

1907 Sept. 12	Canadian Consolidated Mining and Smelting Co., and employees.	Employees	Moyie, B. C. ....	400 Concerning wages and hours.	His Honour Judge Wilson [C] <sup>3</sup> J. A. Harvey [E] <sup>1</sup> S. S. Taylor, K. C. [M] <sup>1</sup>	Sept. 23 Dec. 28	The Board after an exhaustive inquiry into mining conditions in British Columbia, presented a unanimous report, the recommendations of which were of general application to the metal mining industry in the Province of British Columbia. A settlement based on these recommendations was effected between the Company and its employees, and a strike thereby averted. The inquiry, moreover, had the effect of influencing the settlement of other differences in the industry in other parts of the Province.
Dec. 9	McKinley - Darragh Mfg Co., Ltd., and its employees.	Employees	Cobalt, Ont. ....	120 Concerning wages.	Prof. A. Shortt [C] <sup>3</sup> E. C. Kingswell [E] <sup>1</sup> John A. Welch [M] <sup>1</sup>	Dec. '21 Jan. 22	A unanimous report was presented by the Board, making recommendations for the settlement of the dispute. The findings of the Board were not formally accepted by the parties, but the investigation by the Board is believed to have been beneficial to the camp as a whole, and no cessation of work was reported.
Jan. 9	Temiskaming and Hudson Bay Mining Co., Limited, and its employees.	Employees	Cobalt, Ont. ....	50 Concerning wages and hours.	Prof. S. J. Maclean [C] <sup>4</sup> M. F. Pumaville [E] <sup>1</sup> C. B. Duke [M] <sup>1</sup>	Jan. 31 Feb. 13	A unanimous report was presented by the Board, making recommendations for the settlement of the dispute. The findings of the Board were accepted by the men, but not by the Company. No cessation of work was, however, reported.
July 20	Cobalt Central Mining Co., Limited, and employees.	Employees	Cobalt, Ont. ....	105 Concerning wages and hours.	Prof. S. J. Maclean [C] <sup>4</sup> E. L. Fraleek [E] <sup>1</sup> C. B. Duke [M] <sup>1</sup>	Aug. 22 Aug. 29	Unanimous report presented by Board making recommendations for the settlement of the dispute, and no cessation of work was reported.



## INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

## II.—TRANSPORTATION AND COMMUNICATION.

## 1.—RAILWAYS.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board : (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	RESULT OF REFERENCE.
1907 Apr. 20	Grand Trunk Railway Company of Canada and Machinists.	Employees	Montreal, Ottawa, Toronto, Stratford, etc.	400	Concerning schedule involving wages, hours, apprenticeship, re-instatement of former employees, etc.	Prof. A. Shortt [C] <sup>14</sup> W. Nesbitt, K.C. [E] <sup>15</sup> J. G. O'Donoghue [M] <sup>16</sup>	May 4	May 21	Differences adjusted, and agreement concluded before Board for period of one year from May 1, strike being thereby averted.
June 27	Grand Trunk Railway Company of Canada and its locomotive engineers.	Employees	Montreal, Ottawa, Toronto, Stratford, etc.	1,300	Concerning schedule of wages and rules.	Prof. A. Shortt [C] <sup>14</sup> W. Nesbitt, K.C. [E] <sup>15</sup> J. Cardell [M] <sup>16</sup>	July 18	Aug. 16	Differences adjusted, and agreement for three years concluded before Board, a strike being thereby averted.
July 10	Intercolonial Railway of Canada and freight-handlers in its employ at Halifax, N. S.	Employer	Halifax, N. S.	250	Concerning wages and classification of employees.	Prof. W. Murray [C] <sup>17</sup> Henry Holgate, C.E. [E] <sup>18</sup> R. E. Finn, M.P.P. [M] <sup>19</sup>	July 22	Aug. 12	On June 29, employees went on strike, and when informed that provisions of Act applied, both parties agreed to refer the differences under the Act, and employees returned to work. On the request of the parties proceedings were subsequently adopted under the Conciliation and Labour Act, and a settlement effected, the terms of which were made applicable to the Railway's employees at St. John, N. B., as well as Halifax, N. S., and further cessation of work was thereby averted.
Sept. 5	Canadian Pacific Railway Company and railroad telegraphers	Employees	On all lines of C. P. R. in Canada.	1,656	Concerning schedule of wages and rules of employment.	Prof. A. Shortt [C] <sup>17</sup> W. Nesbitt, K.C. [E] <sup>18</sup> J. G. O'Donoghue [M] <sup>19</sup>	Sept. 16	Oct. 12	Differences adjusted, and an agreement concluded before Board, dating from October 1, a strike being thereby averted.
Nov. 19	Grand Trunk Railway Co. and railroad telegraphers.	Employer	Montreal.	300	Concerning wages and other conditions of employment.	Prof. A. Shortt [C] <sup>17</sup> W. Nesbitt, K.C. [E] <sup>18</sup> J. G. O'Donoghue [M] <sup>19</sup>	Nov. 30	Jan. 23 1908	Differences adjusted, and agreement concluded before Board, dating from January 1, 1908, a strike being thereby averted.

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Nov. 22	Canadian Pacific Railway Co., and carmen employed by Company on western lines.	Employer	Western Lines.	1,215	Concerning wages and hours.	Prof. Odium [C] <sup>†</sup> A. M. Sutton [E] <sup>†</sup> J. H. McVetty [M] <sup>†</sup>	23	The Board presented a unanimous report recommending a basis of settlement which was subsequently, in correspondence with the Department, accepted by both parties, and a strike there- by averted.	1907
Dec. 19	Canadian Northern Railway and firemen, engineers and hostlers in its employ.	Employees	Winnipeg and territory along Can. Northern Ry.	350	Concerning relations of Union to employer.	Prof. A. Shortt [C] <sup>†</sup> J. G. Richardson [E] <sup>†</sup> J. G. O'Donoghue [M] <sup>†</sup>	25	Differences amicably adjusted before the Board and a strike there- by averted.	1908
Jan. 8	Grand Trunk Railway Co., and carmen in its employ.	Employees	C. T. R. System.	866	Concerning wages and conditions of labour.	Prof. A. Shortt [C] <sup>†</sup> Wallace Nesbitt [E] <sup>†</sup> J. G. O'Donoghue [M] <sup>†</sup>	28	Differences amicably adjusted before a Board and a strike there- by averted.	1908
April 2	Canadian Pacific Ry. Co., and various trades in its mechanical department.	Employees	C. P. R. System.	8,990	Concerning wages and conditions of labour.	P. A. Macdonald [C] <sup>†</sup> G. F. Fullerton [E] <sup>†</sup> Jas. Somerville [M] <sup>†</sup>	16	The Board did not present an unanimous report, Mr. Somerville presenting a minority report. The Board made certain recommendations for settlement of dispute which were accepted by Company with some demur. Men refused to accept findings of Board and ceased work on Aug. 5. They returned to work on Oct. 5 accepting finally recommendations of Board.	1908
May 14	Intercolonial Railway of Canada and station freight clerks' Unions Nos. 1 and 2 of Halifax, N.S., and St. John, N.B.	Employees	Halifax, N.S., and St. John, N.B.	.....	Concerning wages and conditions of labour.	Hon. Judge Sept. McCallum [C] <sup>†</sup> H. Holgate C. E. [E] <sup>†</sup> J. G. O'Donoghue [M] <sup>†</sup> R. E. Finn [M] <sup>†</sup> +	8	The proceedings in this case were under the Conciliation and Labour Act by request of the employees and where subject to delay through the inability to act of the member of the Committee of Mediation and Investigation first appointed on the recommendation of the men. The Committee was finally constituted and a settlement of all differences effected, a strike being thereby averted.	1908
May 28	Canadian Pacific Ry. and railway telegraphers in its employ.	Employees	C. P. R. System.	1,605	Concerning alleged wrongful dismissal of certain employees.	Hon. Mr. Justice Fortin [C] <sup>†</sup> C. Campbell, K. C. [E] <sup>†</sup> W. T. J. Lee [M] <sup>†</sup>	17	A unanimous report was made by the Board with recommendations for a settlement of all differences, which were accepted by both parties, a strike being thereby averted.	1908

\* Mr. Fullerton, finding himself at an early stage of the proceedings unable to agree with his colleagues resigned from the Board, and the company declining to make a further recommendation, the Minister appointed Mr. Galt without recommendation.

+ Owing to inability of Mr. R. E. Finn to act as member of Board, Mr. J. G. O'Donoghue was appointed in his stead.

## INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board : (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	RESULT OF REFERENCE.
1908 Aug. 21	Canadian Northern Ry. Co., and carmen on its Lake St. John Division.	Employees	Lake St. John Division C.N.R.	49	Concerning wages and conditions of labour.	Ludovic Brunet [C] <sup>3</sup> E. A. Evans [E] <sup>1</sup> P. J. Jobin [M] <sup>1</sup> A. Chartain [M] <sup>*</sup>	Sept. 30	Nov. 19	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute which were accepted by both parties to the dispute, a strike being thereby averted.
Aug. 22	Canadian Pacific Ry. Co., and firemen and engineers in its employ.	Employees	C. P. R. system.	7,000	Concerning alleged wrongful dismissal of certain employees.	Hon. Judge Fortin [C] <sup>4</sup> W. Nesbitt, K. C. [E] <sup>1</sup> J. G. O'Donoghue [M] <sup>1</sup>	5 Jan.	25	A unanimous report presented by the Board, making certain recommendations for the settlement of the dispute, which were accepted by both parties, a strike being thereby averted.
Aug. 22	Canadian Northern Ry. Co., and locomotive engineers in its employ.	Employees	C. N. R. system.	341	Concerning wages and conditions of labour.	Hon. Judge Gunn [C] <sup>1</sup> F. H. Richardson [E] <sup>1</sup> J. Harvey Hall [M] <sup>1</sup>	14 Nov.	16	A unanimous report was presented by the Board making certain recommendations for the settlement of the disputes, which were accepted by both parties, and a strike being thereby averted.
Dec. 26	Kingston & Pembroke Ry. Co., and employees members of Order of Railroad Telegraphers.	Employees	K. & P. Ry. system.	19 dir. 1,600 indir.	Concerning wages and conditions of labour.	Hon. Judge Gunn [C] <sup>1</sup> J. L. Whiting, K. C. [E] <sup>1</sup> J. G. O'Donoghue [M] <sup>1</sup>	15	.....	Proceedings unfinished at this close of the financial year.
Dec. 29	Great Northwestern Telegraph Co. and certain Railroad Telegraphers on M. C. R. system.	Employees	Michigan Central Ry. system.	75	Abolition of commission on commercial business on M.C.R. J. F. Mackay [E] <sup>2</sup> system by G.N.W. J. G. O'Donoghue Co., without due notice.	Hon. Judge Mc- Gibbon [C] <sup>1</sup> J. F. Mackay [E] <sup>2</sup> J. G. O'Donoghue [M] <sup>1</sup>	8 Mar.	22	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute. The report was substantially in favour of the employees. The company had refused to nominate to the Board, and claimed irresponsibility on the matter. The enquiry, though not resulting in an agreement, is understood to have modified the situation and the threatened



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40 dir. Concerning alleged Rev. Dr. C. W. Mar. 2 ..... A unanimous report was presented by the Board making certain recommendations for the settlement of the dispute. Although the Department was not formally notified of the acceptance of this report by either party it was understood that it was effective in establishing a better understanding between the Company and its workmen, the threatened strike being also averted.

## 2.—STREET RAILWAYS.

Jan. 31	Hamilton and Dundas Railway Co. and Hamilton Radial Railway Co. and Hamilton & Burlington Ry. Co. and employees.	Employees	Hamilton, Ont. ....	120	Concerning relations of union to employing companies.	His Hon. Judge Monck [C] <sup>4</sup> Wm. Bell, K.C. [E] <sup>1</sup> J. G. O'Donoghue [M] <sup>1</sup>	Feb. 17	April 8	Report of the Board was opposed to the claims of the men and was accompanied by a minority report from Mr. O'Donoghue, generally sustaining the claims of the men. Neither report was acceptable to both parties, but the effect of the investigation appeared to be to bring about a better understanding between the parties, and no cessation of work was reported.
May 8	Ottawa Electric Railway and its employees.	Employees	Ottawa, Ont. ....	256	Concerning wages and conditions of labour.	Prof. A. Shortt [C] <sup>4</sup> G. F. Henderson [E] <sup>1</sup> J. G. O'Donoghue [M] <sup>1</sup>	May 22	June 15	Differences amicably arranged before the Board and strike thereby averted.
Sept. 3	Quebec Heat Light and Power Co. and its Street Railway employees.	Employees	Quebec, Que. ....	116	Concerning alleged wrongful dismissal of certain employees.	Omer Brunet [M] W. H. Moore [E]	Oct. ....	Oct. 6	The two members of the Board appointed respectively on the nomination of employing company and employees, presented a joint statement making certain recommendations for a settlement of the disputed points, which recommendations were accepted by both parties to the dispute as a settlement of the differences, a strike being thereby averted.

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## INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board : (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	RESULT OF REFERENCE.
* May 15	Shipping Federation of Canada and Longshoremen of Montreal.	Employers	Montreal, Que.	1,500	Demand for increase in wages.	[C] <sup>3</sup> G. W. Stephens[E] <sup>1</sup> Jos. Ainey, [M] <sup>1</sup>	June 7	June 17	On May 13 employees went on strike notwithstanding provisions of Act, and employers on May 18 withdrew application for Board. On May 15, Mr. F. A. Acland, the then Secretary of the Department, went to Montreal to explain the provisions of the Act to the parties to the dispute. As the result of Mr. Acland's intervention the employees returned to work, and agreed to refer the dispute under the Industrial Disputes Investigation Act, and a formal application was made by the employees for the establishment of a Board. A unanimous report was made by the members of the Board, and an agreement recommended covering conditions of employment for the seasons 1907 and 1908.
* May 25	Shipping Federation of Canada, Canadian Pacific Railway Co. and Longshoremen of Montreal.	Employees	Montreal, Que.	1,600	Demand for increase in wages.				The Union did not formally accept the recommendations of the Board, but the members with the exception of a few, signed individual agreements with the employers, based upon the recommendations with the Board, and a further cessation of work was thereby averted.

## 3.—SHIPPING.

\* The two applications here recorded are regarded as one in the tabular statement.

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May 31	Furness Withy Co., Cunard & Co., Pick- ford, Black & Co., and Longshoremen.	Employers, Halifax, N.S. ....	500	Concerning wages, James Hall (E). Increase of 5 cts. Philip Ring (M). per hour demanded by men, 2½ cents offered by compan- ies, but refused.	.....	.....	On May 26, employees went on strike, alleging subsequently that they had no knowledge of the existence of the provisions of the Act. Mr. V. DuBreuil, Fair Wages' Officer of the De- partment, was sent to Halifax to explain the provisions of the Act. A Board was requested as a result of the explanations given, and while being consti- tuted the dispute was amicably settled. Mr. DuBreuil lending the good offices of the Depart- ment as a conciliator. A further cessation of work was thereby averted, as was also the neces- sity of further proceedings in connection with the establish- ment of the Board.
1908 Mar. 6	Dominion Marine As- sociation and Lake Seamen's Union.	Employees Kingston, Ont., and ports of Great Lakes.	450	Concerning wages Prof. A. Shortt (C) <sup>3</sup> and conditions of Jas. Stewart (E) <sup>2</sup> employment. John A. Flett (M) <sup>1</sup>	April 1	April 14	Differences amicably arranged before the Board and strike thereby averted.



## B.—INDUSTRIES OTHER THAN MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION AND OTHER PUBLIC UTILITIES.\*

Date of receipt application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of receipt of Report of Board.
1907 Aug. 28	Montreal Cotton Co., and employees.	Employees	Valleyfield, Que.	2,200	Concerning conditions and wages.	Hon. Mr. Justice Fortin, (C) <sup>4</sup> Duncan McCormick, K.C. (E) <sup>1</sup> W. Paquette (M) <sup>1</sup>	Sept.	24 Sept.
<p>ment, and Mr. V. DuBreuil, Fair Wages Officer, visited the scene of the dispute and explained the provisions of the Act to the parties, with special reference to the sections enabling a dispute in any industry other than that of a mine or public utility to be referred, by mutual agreement between the disputing parties, to a Board of Conciliation and Investigation. As a result of the explanations and efforts at conciliation on the part of the officers of the Department, an application for a Board was forwarded to the Minister, the employees in the meantime returning to work on August 26. The Board was duly established, with the result that the differences were adjusted and an agreement concluded before the Board dating from September 17, 1907, to be effective until May 4, 1908, and thereafter until either side be given a written notice of cancellation of the same. A feature of the agreement was the establishment of a permanent Committee of Conciliation, to which it was agreed that all subsequent disputes should be referred.</p>								
1908 Dec. 17	The John Ritchie Co., Ltd., and certain employees (lasters)	Employees and employers.	Quebec, Que.	300	Concerning introduction of a certain machine and wages.	Dr. Chas. Core (C) <sup>3</sup> Felix Marois (E) <sup>1</sup> Z. Bérubé (M) <sup>1</sup>	Dec. 31	17 Feb.

\* These disputes were referred to a Board of Conciliation and Investigation under section 63 of the Act, which provides that "in the event of a dispute arising in any industry or trade other than such as may be included under the provision of this Act, and such dispute threatens to result in a lockout or strike, or has actually resulted in a lockout or strike, either of the parties may agree, in writing, to allow such dispute to be referred to a Board of Conciliation and Investigation, to be constituted under the provisions of this Act," &c. Applications referring to disputes in this class of industry were received also in the cases of W. A. Marsh & Co., Boot and Shoe Manufacturers, Quebec; the Rosamond Woollen Company, Almonte, Ont.; the Eastern Townships' Manufacturing Manufacturing Company, St. Hyacinthe, Que.; L'Association Internationale des Ouvriers en Fourrures, Montreal; the Davidson Manufacturing Company, Montreal, and A. Gravel Lumber Company, Etchemin, Que.; but the parties concerned not agreeing to refer their differences for adjustment according to the provisions of the Act, no action was taken by the Minister.

## AMERICAN INTEREST IN THE ACT.

The obvious advantages offered by an acceptance of the principle of reason and moderation on which the Act is founded have not been overlooked by our neighbours of the United States. As has been pointed out in the introduction to this report enquiries of the Department concerning the Act, its theory, scope and operation have been received in great number from the United States, and there is abundant evidence that the Act has excited the keenest interest there, one of the most curious illustrations of this fact being the frequency with which, as already mentioned, it has become the theme of controversy between rival debating clubs in high schools and universities in the United States. A more practical outcome of the interest perhaps is that "sincerest form of flattery" which is said to lie in imitation, and which is found in the proposed enactment in several States of the Union of measures framed largely on the lines of the Canadian Act. The framers of bills to be presented on behalf of the Government of the States of California and Wisconsin did Canada the honour of consulting the Department of Labour on certain aspects of the law. The American measures differ in various ways from each other and from the Canadian Act, but concur in the vital principles of providing that no strike or lockout may legally take place until after the matter in dispute shall have been investigated, a principle first laid down in effective legislation by the Canadian Act. The American proposals appear as a rule to favour permanent Commissions or Boards which shall have entrusted to them the adjustment of industrial disputes prior to strikes or lockouts. The principle of bringing public opinion to bear upon the dispute, which is regarded as one of the elements promoting success in the case of the Canadian Act is recognized in the case of the Wisconsin Act by a provision declaring that the findings of the Commission covering a particular dispute shall be published in two newspapers in the locality where the dispute occurs.

## DR. VICTOR S. CLARK'S VERDICT.

Reference was made in the annual report of the preceding fiscal year to the mission to Canada of Dr. Victor S. Clark, a noted American sociologist of Washington, D.C., who came here at the special request of Mr. Roosevelt, then President of the United States, to investigate the working of the Industrial Disputes Investigation Act. Dr. Clark's visit occurred in the spring of the year 1908, and his report was not published in time to permit more than a brief reference to it to appear in the annual report for 1907-08. It may, however, now be stated that after a very careful investigation of the proceedings which up to that time had taken place under the Act in the course of which the Commissioner visited many parts of Canada, was present at the sessions of a number of Boards, and interviewed the chief figure on either side in numerous disputes, Dr. Clark found substantially in favour of the measure. "So far," he said, "as can be judged from the experience of a single year the Industrial Disputes Act has accomplished the main purpose for which it was enacted, the prevention of strikes and lockouts in public service industries."

Dr. Clark's report was published in the May issue of the bi-monthly Bulletin of the United States Bureau of Labour, where it occupied eighty pages. The report was so valuable an analysis of the Act that the principal portions of it were republished in the *Labour Gazette* for September last. It is desirable, however, to draw special attention in the present volume to certain sentences taken from Dr. Clark's conclusions, and in reading them it should be remembered that the special object of Dr. Clark's enquiries was to ascertain the suitability of such a law for the United States. After expressing his views as above quoted concerning the effect of the Act after a year's operations, the distinguished American proceeded as follows:—"Apparently, it has not affected adversely the conditions of workmen or of industries where it has been applied. It is much more applicable to American conditions than compulsory arbitration laws, like those of New Zealand and Australia, because its settlements are based on the agreement of the parties and do not prescribe an artificial wage, often illy adjusted to economic conditions. Employers and the general public in Canada, with a very few exceptions, favour the law. The working people are divided." Possibly workers do sacrifice something of influence in giving up sudden strikes, but they gain in other ways, especially in having a better alternative to a strike than before. And as part of the general public they profit by the saving of industrial waste through strikes.

"After such a law is once on the statute books, however, it usually remains, and in New Zealand, Australia, and Canada it has created a new public attitude toward industrial disputes. This attitude is the result of the idea—readily grasped and generally accepted when once clearly presented—that the public have an interest in many industrial conflicts quite as immediate and important in its way as that of the conflicting parties. If the American people have this truth vividly brought to their attention by a great strike, the hopeful example of the Canadian Act seems likely, so far as present experience shows, to prove a guiding star in their difficulties."

#### PROF. SHORTT'S VIEWS.

One of the most interesting pronouncements on the Act which has come to the notice of the Department during the year is that of Prof. Adam Shortt, who, on December 29 and 30, at Atlantic City, N.J., delivered an address on the subject before the delegates to the annual convention of the American Association for Labour Legislation. Prof. A. Shortt is at the present time a member of the Civil Service Commission of Canada and a resident of Ottawa, but prior to this appointment to the Commission in September, 1908, he was a distinguished member of the faculty of Queen's University, and as one of the leaders in social and economic thought in this country had been called upon to act as Chairman in the case of numerous Boards established under the Act, acquiring thus a special degree of familiarity with the various phases of the Statute and with the details of its machinery. It may be added that Prof. Shortt effected a number of most important settlements under the Act, and gave many practical illustrations of its advantages. Prof. Shortt's address to the American Association for Labour Legislation was not an analysis of the



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Act of the type made by Dr. Victor Clark, but consisted rather of observations and deductions derived from his large experience in a practical administration of its provisions. The moderation of judgment and breadth of view that undoubtedly contributed largely to the marked successes scored by Prof. Shortt in the adjustment of disputes by the machinery of the Act are shown in the closing sentences of his address, which express also his final summing up of the subject:—

“ Considering how very seldom in their discussion of the merits of their respective cases the weaknesses of their own position and the strength of their opponents are frankly admitted I have been agreeably surprised to find how readily in the end, even in the discussion before the Board, but more particularly in the separate discussions afterwards, each side could be brought to concede the validity of their opponents' position on many points. Another encouraging feature, considering what interests are at stake, is the general calmness and good feeling which prevail in the discussions before the Boards. Occasionally the temperature may exhibit a sudden rise when some tender spot is rubbed, but such occurrences are rare. Much the liveliest case we experienced, in the way of an exchange of picturesque compliments, was one in which two very respectable international unions were seeking to establish themselves on the same base and on the same side of it with reference to a railway company.

“ There are many reflections suggested by the experience of the concrete cases which have been brought under the operation of the Canadian Act, but only a few samples could be presented in this paper. The policy and method of the Canadian Act by no means afford a certain remedy for industrial disputes. No practical man dreams that industrial disputes can be prevented from occurring, because there will always be cases where justice unavoidably pertain to both sides. There are, however, many disputes which are chiefly due to historic prejudice, mutual ignorance and misunderstanding, and it ought to be possible to dispose of most of these and to effect a working settlement in the case of many of the others. All that one may claim for the essential features of the Canadian Act is that, if tactfully handled, they provide a reasonable method of securing the maximum of concession with the minimum of compulsion.”

## ENQUIRIES CONCERNING THE ACT.

It will be of interest to glance in some detail at the enquiries received in the Department concerning the Act during the year. The general nature of these has been already indicated. As already mentioned the Act has been a favorite theme of debate between high schools and universities in the United States and in one case, as stated, such a debate took place between the students of the University of North Dakota and those of the University of Manitoba, the Americans being the defenders of the Act and winning the debate.

An intercollegiate debate on the merits of the Act was held also between the University of North Dakota and the Hamline University of St. Paul, Minn., and in this case at the request of the students full particulars of the Act were supplied to those taking part in the debate. The Department was also informed that the Act was discussed in debates by students of Knox

College, Galesburg, Ill., Cornell College, Mount Vernon, Iowa, the State Normal School at Oshkosh, Wis., the Nebraska High School Debating League, the Columbus Public School, of Columbus, Montana, and in a debate in Winterset, Iowa.

A number of the enquiries in regard to the Act from the United States were made for the purpose of ascertaining the extent to which the experience of Canada in this matter warranted the adoption of legislation along similar lines in the United States. The same might be said also of enquiries received from New Zealand and from other countries. In several instances distinguished visitors to Canada have availed themselves also of the opportunity of making personal enquiry into the Act and the results attending the operation of the same.

A memorandum showing the working of the Act was prepared for transmission to the Colonial Office. Copies of the Act and various reports and information in regard thereto were furnished also to Mr. R. Gregg, British Trade Commissioner in Canada, for the information of the British Board of Trade. Copies of the Act and publications in regard thereto were sent by request to Mr. Edward W. Frost, of Milwaukee, Wis., who was commissioned by Governor Davidson of Wisconsin to make a careful study of these questions. At the request of Mr. Charles McCarthy, Reference Librarian of the Wisconsin State Legislature, copies of the Act were also sent to Madison, Wisconsin, for use in the State Legislature.

Mr. E. C. Jack, Dominion Secretary of the New Zealand Farmers' Union, in applying to the Department for information in regard to the industrial laws of Canada, said: "The object of the request is to enable us to find the best possible solution of the labour problem of this country which at present is rather disturbing to the farmers of this Dominion."

Mr. Robert Seymour Walpole, Secretary of the Central Council of Employers of Australia, who visited the Department of Labour in order to obtain information concerning the Industrial Disputes Investigation Act, was furnished with the terms of the Act and with particulars of the proceedings thereunder and expressed himself as much interested therein.

Rev. Edward P. Shier, Eureka, California, Fraternal Delegate of the District Presbytery of the Presbyterian Church to the Trades Council of Eureka, in writing the Department for information concerning the Act, observed that the Trades' Council of Eureka was already much interested in the Canadian Law and was desirous of learning more on the subject. Mr. Shier added, "I am personally much interested in this law and it seems to me the most practical provision I have heard of and I hope to see some such legislation in our country."

In a letter received from Miss Kate Barnard, Commissioner of the Department of Charities and Corrections of the State of Oklahoma, acknowledging copies of the Act, Miss Barnard stated that reference was made to this measure in a discussion of a Compulsory Arbitration Bill before the State Legislature of Oklahoma and that the information which had been supplied to her in connection with the Industrial Disputes Investigation Act proved of the

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"utmost value" and was used in the arguments presented both in the House of Representatives and in the Senate.

Mr. Cephas D. Allin, of the University of Minnesota, writing for certain publications of the Department, remarked: "I believe that in the Lemieux Act Canada has one of the best pieces of labour legislation that has yet been devised."

A letter from Mr. Sigvard B. Nelson, of Galesburg, Ill., to the Department contains the following tribute to the Act: "We are obliged to look to Canada for model labour legislation."

In a communication addressed to the Department in acknowledgement of various publications forwarded discussing the labour legislation of the Dominion, Mr. Sherman E. Danforth, of Berkeley, Cal., writes as follows: "In order to permit a more general knowledge of your splendid legislation on labour problems in my community, I shall turn over such matter to our public library, and in order to be able more intelligently to follow the history and development of your labour law, I desire to become a subscriber to the *Labour Gazette* for two years."

Among others to whom detailed information respecting the Industrial Disputes Investigation Act was furnished by the Department, in every case by request, during the past year, are the following:—

The Right Honourable James Bryce, British Ambassador, Washington, U.S.A.

The Right Honourable Viscount Dunluce, Barrow-in-Furness, England.

The Consul-General of Norway, Montreal.

The Honourable William A. Calderhead, Member of the Committee of Ways and Means of the House of Representatives, Washington, D.C.

Sir Hugh Bell, 95 Sloane Street, London, S.W.

Mr. Guido Rossatti, Italian Consulate, New York, N.Y.

Mr. A. D. Steel Maitland, Sauchieburn, Stirling, Scotland.

Mr. H. C. Hunter, Secretary, New York and New Jersey Branch of the National Metal Trades Association, New York, N.Y.

Mr. J. J. Flynn, International Secretary-Treasurer Interior Freight Handlers' and Railway Clerks' International Union, Chicago, Ill.

Mr. Westley Russell, General Secretary-Treasurer, Commercial Telegraphers' Union of America, Chicago, Ill.

Mr. E. William Weeks, Grand Secretary-Treasurer, Brotherhood of Railway Carmen of America, Kansas City, Missouri.

Mr. W. J. Lafrancis, Chairman, Legislative Committee Massachusetts State Council, United Brotherhood of Carpenters and Joiners of America, Springfield, Mass.

Professor R. T. Hoxie, University of Chicago, Chicago, Ill.

Rev. Amos Judson Bailey, Department of Church and Labour of the Congregational Association of New York, N.Y.

Dr. N. W. Hoyles, Osgoode Hall and Law School, Toronto.

Dr. F. P. Walton, Dean of the Faculty of Law, McGill University, Montreal, Que.

Professor E. B. Patton, University of Rochester, Rochester, N.Y.



Professor Francis P. Peabody, Chairman of the Department of Ethics, Harvard University, Cambridge, Mass.

Professor James E. Boyle, Ph.D., University of North Dakota, Grand Forks, N.D.

Professor Carl W. Thompson, Director of the School of Commerce of the University of South Dakota.

Mr. Emile Stoequart, Brussels, Belgium, President of L'Institut de Droit Compare.

Mr. J. R. Commons, Secretary of American Association for Labour Legislation, Madison, Wis.

Mr. Felix Marois, Department of Public Works and Labour, Quebec, Que.

Mr. John Humphrey, Secretary Wisconsin State Board of Arbitration and Conciliation, Milwaukee, Wis.

Mr. Norman Fraser, Provincial Inspector of Mines, Edmonton, Alta.

Reference Department, St. Paul Public Library, St. Paul, Minn.

The Canadian Mining Journal, Toronto, Ont.

Publication Committee National Temple of Labour Association, Washington, D.C.

The Editor of The Standard, London, Eng.

The Editor of The Cotton Factory Times, Ashton-under-Lynne, Eng.

The Editor, Textile Mercury, Blackfriars, Manchester, Eng.

Messrs. Hodges & Ridley, Attorneys, Gary, Indiana.

Eyre & Spottiswoode, London, Eng.

Henry Robinson, Counsellor at Law, Concord, N.H.

The Louisville Cotton Company, Louisville, Kentucky.

### III.—ORIENTAL IMMIGRATION—A. STATEMENT REGARDING ANTI-ORIENTAL DISTURBANCES AT VANCOUVER, B.C., IN SEPTEMBER, 1907, AND ENQUIRIES AND MISSIONS ARISING THEREFROM.

In the Annual Report of the Department for the fiscal year 1907-08 considerable space was devoted to a discussion of the various missions and enquiries entrusted to the Department of Labour and arising out of the question of Oriental Immigration. The period covered by the Departmental report did not extend to the close of this series of enquiries, and it will be desirable to include in the present report statements regarding the later phases of the subject. In some degree indeed different aspects of the question of Oriental Immigration continued throughout the year to be the subject of investigations in which the Department was being interested, and which will be mentioned in their place, but the result of these investigations was not embodied in any formal or published report.

It may be well briefly to recapitulate the incidents leading to the original institution of the various investigations and missions relating to the important question of Oriental immigration. It was in the late summer of 1907, it will be remembered, that the subject was somewhat violently forced on public attention by an anti-Oriental disturbance in Vancouver, B.C., in the course of which many of the Japanese and Chinese residents of that city sustained serious damages to their property and business interests.

The circumstances with regard to immigrants from the Orient at this time were as follows: (1) In the case of the Japanese the total population of that race in Canada at the time of the census of 1901 was 4,074, practically all of whom were in British Columbia; by the beginning of 1907 this number had increased to 7,500 and during that year the immigration greatly increased so, that for the ten months ending October, 1907, it totalled 4,429. (2) Chinese immigration, which prior to 1904 had been of considerable volume, despite a head tax of \$50, was reduced to a nominal figure by the increased head tax of \$500 decreed by Canada in that year. The total number paying the increased tax in fact from January 1, 1904, to June 30, 1907, was 121 only; but during the nine months following the Chinese immigration increased greatly in volume, and no fewer than 1,482 paid the head tax between June 30, 1907, and March 31, 1908; (3) Immigration from India, the third great division of the Orient, was practically unknown until 1906, and was inconsiderable until a year later when 2,124 entered the country; while during the following year these immigrants continued to arrive in somewhat greater numbers.

The great majority of these recent immigrants from the Orient, like their predecessors from China prior to the poll tax of 1904, had settled in British Columbia and the sparse white population of that Province at last believed itself face to face with a race problem.

## THE OUTBREAK OF SEPTEMBER, 1907.

A somewhat similar situation existed on the other side of the boundary line. Early in September, 1907, there was an outbreak at Bellingham, Washington State, against Hindu labourers who were beaten and driven out of the city. The agitation spread to this country and, as stated above, on September 7, a somewhat serious disturbance took place at Vancouver, B.C., resulting in considerable damage to Japanese and Chinese property. The Prime Minister of Canada immediately telegraphed, through the British Ambassador at Tokio, a formal expression of regret to the Japanese Government, and, replying to a resolution passed by the Trades and Labour Congress on the general subject of Oriental Immigration, deprecated political action, but promised a careful enquiry into the whole matter. The result of the deliberations of the Dominion Government was that on September 13th, the Honourable Rodolphe Lemieux, Minister of Labour, was appointed a special envoy to Japan to discuss with the Japanese authorities the question of emigration from Japan to Canada. Mr. Lemieux sailed from Vancouver on October 30, conferred with the Japanese authorities and arrived back in Ottawa on January 10, 1908, having succeeded in effecting an arrangement whereby the Japanese authorities undertook voluntarily to restrict within narrow limits the immigration of their people to Canada. The Minister of Labour made his statement to the House of Commons on January 21. It may be added that the immigration from Japan was immediately diminished and when, a few months later, the permits which, it appeared, had been already given out by the Japanese authorities and unused, had been exhausted, the number of arrivals in Canada from Japan fell to a nominal figure.

In the meantime claims had been presented on behalf of the Japanese and Chinese residents of Vancouver for compensation for losses sustained by them during the disturbance of September, and on October 12, Mr. W. L. Mackenzie King, C.M.G., then Deputy Minister of Labour, was appointed a Commissioner to conduct an enquiry into the losses sustained by the Japanese population. The enquiry resulted in an adjustment of the claims presented at the figure of \$9,036. While conducting the enquiry necessary to the completion of this adjustment, Mr. Mackenzie King was further appointed a Commissioner to enquire into the methods by which Oriental labourers had been induced to emigrate to Canada, and the enquiry which followed brought to light much interesting and important information with respect to the whole question of Oriental immigration.

The general result of these several enquiries or missions was embodied in formal reports or official statements, of which abstracts in several cases were printed in last year's annual report. In the case of the enquiry into the methods by which Oriental labourers have been induced to come to Canada a report was presented to Parliament in January, 1908, and an abstract of the same appeared in the annual report for last year. The report of that portion of the enquiry relating to immigration from China and India was not prepared until considerably later, the Commissioner having been occupied with other



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duties, and was presented to Parliament on July 18, 1908, too late for inclusion in the annual report for the previous fiscal year; an abstract of the sections indicated is presented therefore in the present volume.

There remained to be dealt with the question of immigration to Canada from India, and on March 2, 1908, the Deputy Minister of Labour was again appointed a Commissioner to proceed to Great Britain to confer with members of the British Government on the subject of immigration to Canada from the Orient, and from India in particular. Mr. King sailed on March 6 for England and during the next few weeks met and discussed the subject of his mission with those members of the British Government concerned, namely, Lord Elgin, then Secretary for the Colonies; Mr. John Morley (now Lord Morley), Secretary for India, and Sir Edward Grey, Foreign Secretary, with the result that a satisfactory arrangement was reached as to immigration from India.

During Mr. Mackenzie King's absence on the last named mission, he was further appointed a Commissioner to adjust the losses sustained by the Chinese residents of Vancouver, which had not been dealt with at the time of the adjustment of Japanese losses. Mr. King took up the duties of this Commission on his return from England, proceeding with the enquiry on May 25 at Vancouver, and effecting an adjustment of the claims presented at the sum of \$25,990.

Formal reports were presented during the past fiscal year as the outcome of the missions to England and the settlement of Chinese claims. Abstracts of these are printed in the present volume. It may be added that arising out of the enquiry into the Chinese losses in the disturbances at Vancouver in September, 1907, was a report by Mr. Mackenzie King on the subject of the opium traffic in Canada, the existence of which on an extensive scale had incidentally been brought to light during the investigation in question. This report contained recommendations looking to the suppression of the opium trade in Canada which were embodied in legislation enacted at the session of Parliament then in progress. An abstract of the report and the text of the Act are printed in the present volume.

## OPIUM TRAFFIC INVESTIGATED.

It will, perhaps, be proper here to refer also to a further mission arising out of the incidents briefly recorded in the foregoing pages, and in which the Department, though having but a slight degree of official connection therewith, was deeply interested.

As mentioned elsewhere in this report, Mr. Mackenzie King, who had as Deputy Minister of Labour, conducted a number of the investigations and missions mentioned, resigned his connection with the Department on September, 1908, with a view to entering public life and was subsequently elected a Member of Parliament. The Dominion Government, in the meantime, received an invitation to name a member of the delegation to be appointed by the British Government to attend an International Opium Commission representing the leading nations and which was to assemble at Shanghai in February.

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and in November Mr. King was appointed on the nomination of the Dominion Government a member of the delegation in question. Mr. King left for China in December, proceeding by way of India, so that he might personally investigate some aspects of the Oriental Immigration question and confer with the authorities in India, and at the conclusion of the conference at Shanghai he visited Peking with the same object.

The spirit in which the understandings effected with regard to immigration from Japan and India respectively have been interpreted by the authorities concerned is perhaps best demonstrated by drawing attention to the figures of immigration for these countries for the fiscal year, which show that in the case of both countries immigration to Canada has become practically a negligible factor. The figures in question are as follows:—

From Japan .....	495
From India .....	6

IV.—ORIENTAL IMMIGRATION.—B. MISSION OF DEPUTY MINISTER OF LABOUR TO ENGLAND CONCERNING IMMIGRATION TO CANADA FROM THE ORIENT AND FROM INDIA IN PARTICULAR.

During the month of March, 1908, Mr. W. L. Mackenzie King, Deputy Minister of Labour, was despatched by the Government of Canada to Great Britain for the purpose of conferring with various departments of the British Government on the subject of immigration to Canada from the Orient and from the East Indies in particular. The circumstances and objects of the mission are stated concisely in the following copy of a report of the committee of the Privy Council approved by His Excellency the Governor-General on March 2, 1908.

“ On a memorandum dated 2nd March, 1908, from the Right Hon. Sir Wilfrid Laurier, representing that notwithstanding the regulations for the restriction of immigration from the Orient, certain classes of immigrants, in particular British East Indians, are being induced to come to Canada under circumstances which may necessitate a refusal of their admission to our shores; ”

“ That experience has shown that immigrants of this class, having been accustomed to the conditions of a tropical climate, are wholly unsuited to this country, and that their inability to readily adapt themselves to surroundings so entirely different inevitably brings upon them much suffering and privation; also, that were such immigration allowed to reach any considerable dimensions, it would result in a serious disturbance to industrial and economic conditions in portions of the Dominion, and especially in the Province of British Columbia; ”

“ That an effective restriction of immigration from India is desirable, therefore, not less in the interest of the East Indians themselves, than in the interest of the Canadian people; ”

“ That, moreover, the whole subject of Oriental immigration is one of first concern to Canada, and affecting, as it does, the relations of the Dominion with foreign powers, and the relations of our people with fellow British subjects in India, involves considerations of the highest importance, not only to Canada, but to the British Empire as a whole; ”

“ That it is desirable that on this important question there should be as complete an interchange of views between the authorities of Great Britain and Canada as may be possible, and that in reference to it there should be a complete understanding between the governments of the two countries; ”

“ Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, has recently made full enquiry under Royal Commission into the causes by which Oriental labourers have been induced to come to Canada, and as he is familiar with the subject in its many bearings, Sir Wilfrid Laurier is of the opinion that by sending him to England to confer with the authorities of the Colonial and India Offices, and such other departments of the British Government as may be desirable, a more complete and satisfactory understanding of the situation may be reached than would be possible by the necessary limitations of official correspondence.



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" Sir Wilfrid Laurier, therefore, recommends that Mr. King be commissioned to confer with the British authorities on the subject of immigration from the Orient and the immigration from India in particular, and that for that purpose he proceed to England immediately; also, that upon his return to Canada, Mr. King report to the Governor General in Council the result of his conference with the British authorities."

#### THE COMMISSIONER'S REPORT.

The report prepared by Mr. King as a result of the above mission bore date of May 2, 1908, and was presented to Parliament on May 4. The Commissioner having outlined the circumstances of his appointment and quoted the text of the Order-in-Council relating thereto proceeded as follows:

" Having been commissioned, as set forth in this report, I left Ottawa on March 5, and sailed for England from St. John, N.B., on the ss. *Empress of Ireland* on Friday afternoon, March 6, arriving at Liverpool on the morning of Saturday, the 14th, and at London on the afternoon of the same day.

" On Monday, I called upon the Right Honourable Lord Strathcona and Mount Royal, the High Commissioner for Canada, and learned that His Lordship, anticipating my arrival, had arranged for an immediate introduction at the Colonial Office. On the following day, I was received by the Right Honourable the Earl of Elgin and Kincardine, Secretary of State for the Colonies, who arranged for interviews during the course of the same week with the Right Honourable John Morley, Secretary of State for India, and the Right Honourable Sir Edward Grey, Secretary of State for Foreign Affairs. The interviews of the first week were followed by interviews with Lord Elgin, Mr. Morley and Sir Edward Grey during the three subsequent weeks, as well as by interviews with other gentlemen of the Colonial, India and Foreign Offices. Of the interest taken in the subject of my mission by the British Ministers and officials of the several departments with whom by their direction I was privileged to confer, I cannot speak too strongly, nor can I lay too great emphasis on the sympathetic manner in which the representations made on behalf of the people of Canada were received or the frankness and fullness with which the whole subject in its many bearings was discussed. Notwithstanding that Parliament was in session, and that in some respects the pressure of their duties was exceptional, the time accorded by the Ministers was so considerable that it was possible, within the duration of four weeks, to effect such an interchange of views and to conduct such negotiations as affords reason for believing that a satisfactory understanding of the situation has been reached, in so far, at least, as an appreciation of Canada's position in regard to Oriental immigration is concerned, and as may serve to prevent such immigration from India as may not be desirable in the interests either of the natives of that country or of the people of this country. Having concluded the necessary conferences and negotiations, I returned from England to Canada by the same vessel, sailing from Liverpool on the afternoon of Friday, April 17, and arrived at Halifax on the afternoon of Thursday, the 23rd, St. John on the following day, and Ottawa on the 25th.

## NATURE OF INTERVIEWS.

"It is, perhaps, sufficient to direct attention to the words of the report of council above quoted, to the effect that foreign relations and considerations of high imperial importance are involved in the question of Oriental immigration, to make it apparent that a minimum of publicity is desirable in the matter of representations bearing upon this subject. It has seemed in the public interest, therefore, that the several representations and the views of the authorities of Great Britain and Canada respectively, should be set forth, together with an account of the negotiations, in a confidential memorandum to accompany this report, and that reference should here be made to such phases only as seem deserving of explicit mention, and the results of the negotiations outlined just in so far as may be necessary to afford a satisfactory understanding of the outcome of the mission. The adoption of this course will explain the brevity of this report.

"The question of the migration of peoples of the Orient, and the problems to which it gives rise, whether it be in connection with immigration or emigration as between different parts of the British Empire, or between portions of the British Empire and foreign countries, is by no means a new one to the British authorities. Australasia, South Africa and India have each forced a consideration of the subject upon the attention of British statesmen for years past. Of the outlying Dominions, Canada's experience has been the most recent, though in kind, the issues and possibilities involved are much the same. As between Great Britain and Canada the effect of this is not without its advantage to the Dominion. It has afforded in England a ready appreciation of Canada's position, and an understanding of the sort of considerations of which it is necessary to take account. That Canada should desire to restrict immigration from the Orient is regarded as natural, that Canada should remain a white man's country is believed to be not only desirable for economic and social reasons, but highly necessary on political and national grounds. With this general view is also held the particular one that in matters which so vitally affect her own welfare, Canada is the best judge of the course to be adopted, and that as a self-governing Dominion she cannot be expected to refrain from enacting such measures in the way of restriction as in the discretion of her people are deemed most expedient. As a corollary to this right of self-government is the understanding that British international alliances, and British connection, place no restrictions on the right of the Dominion to legislate as may be most desirable in matters affecting immigration. Whilst Canadian autonomy is thus fully conceded and respected, Canada's position as part of the British Empire is regarded as affording a sufficient guarantee that the exercise of her plenary powers in this particular will not be without a due regard to the obligations which citizenship within the Empire entails. The attitude of the Canadian Government, as evidenced by the present mission, was regarded as affording a most welcome and opportune expression of Canada's recognition of her responsibilities. Nothing could have been more cordial than the appreciation everywhere expressed, that in a matter so vitally affecting the interests of British subjects in remote parts of the Empire, Canada should have been the first to seek a conference with the parts affected, that the several policies might be brought into harmony and the wiser counsels of conciliation made to prevail.

"The variegated character of the British empire is in no particular, perhaps, more fully exemplified than in the circumstance that within its confines are to be found all the features which the problem of Oriental

immigration presents. This fact differentiates to a degree, as compared with countries of a single nationality, some of the factors which are of vital moment in a consideration of the best methods by which to cope with the difficulties that arise, in that whilst new obligations are encountered, opportunities of mutual arrangement and concession are afforded which are often impossible as between countries of distinct sovereignties. A recognition of the good of the whole brings with it an attitude of forbearance and restraint in the several parts, and, what is all important, a comprehensive understanding is rendered possible.

"It was clearly recognized in regard to emigration from India to Canada that the native of India is not a person suited to this country, that, accustomed as many of them are to the conditions of a tropical climate, and possessing manners and customs so unlike those of our own people, their inability to readily adapt themselves to surroundings entirely different could not do other than entail an amount of privation and suffering which render a discontinuance of such immigration most desirable in the interests of the Indians themselves. It was recognized, too, that the competition of this class of labour, though not likely to prove effective, if left to itself, might none the less, were the numbers to become considerable (as conceivably could happen were self-interest on the part of individuals to be allowed to override considerations of humanity and national well-being and the importation of this class of labour under contract permitted) occasion considerable unrest among workingmen whose standard of comfort is of a higher order, and who, as citizens with family and civic obligations have expenditures to meet and a status to maintain which the coolie immigrant is in a position wholly to ignore.

#### CAUSES OF IMMIGRATION FROM INDIA.

"My inquiry under Royal Commission into the methods by which Oriental labourers have been induced to come to Canada, which was conducted in the city of Vancouver during the months of November and December of last year, though not extensively pursued so far as the immigration from India is concerned, was quite sufficient to show that this immigration was not spontaneous, but owed its existence, among other influences, to—

"(1) The distribution throughout certain of the rural districts of India, of glowing accounts of the opportunities of fortune-making in the Province of British Columbia, visions of fields of fortune so brightly hued that many an India peasant farmer, to raise the money for the journey, had mortgaged to the lender of the village his homestead and all that it contained at a rate of interest varying from fifteen to twenty per cent.

"(2) The activity of certain steamship agents who were desirous of selling transportation in the interest of the companies with which they were connected and of themselves profiting by the commissions reaped.

"(3) The activity of certain individuals in the Province of British Columbia, among the number one or two Brahmins, who were desirous of exploiting their fellow-subjects; and certain industrial concerns which, with the object of obtaining a class of unskilled labour at a price below the current rate, assisted in inducing a number of the natives to leave under actual or virtual agreements to work for hire.

"A few of the natives may have emigrated to Canada of their own accord, or because of the desire of relatives, but had the aforementioned influences not been exerted, it is doubtful if their numbers would have been appreciable.



## METHODS ADOPTED TO RESTRICT IMMIGRATION.

“How these several influences have been counteracted and an effective restriction obtained by administrative measures in such a manner as to render legislative action unnecessary, will be apparent from an account of what has been accomplished, as the result, in part, of the present negotiations, and in part, of legislative enactments and regulations already in force, the application of which to this class of immigration has not been hitherto wholly apparent.

“(1) The misleading effects of the distribution by interested parties of literature of the class above described has been offset by warnings which the Government of India has issued, whereby natives have become informed of the risks involved in emigration to Canada and of the actual conditions in so far as it is desirable that such should be known to persons about to sever their connection with one country for the purpose of taking up residence in another.

“(2) The steamship companies which have been in any way responsible for the recruiting of emigrants, have been given to understand that the Governments of Great Britain and Canada, and the authorities in India do not view with favour any action on their part calculated to foster further emigration from India to Canada.

“(3) The power of the steamship companies to ignore the wishes of the governments has been rendered largely inoperative by the application to emigration from India of the regulation of the Dominion government, prohibiting the landing in Canada of immigrants who come to this country otherwise than by a continuous journey from the country of which they are natives or citizens, and upon through tickets purchased in that country.

“(4) The Indian Emigration Act (XXI. of 1883) was framed with the view of affording protection to the natives of India, who, at the instance of private individuals or corporations, might be induced to leave India to work under indenture or agreements for hire in other parts of the empire, or in foreign lands. It was found that once away from India, advantage was not infrequently taken of the necessities of this class of labour, and that individuals were subjected to great hardships and privation. To remedy this the Act provides that emigration in the sense of departure by sea out of British India of a native *under an agreement to labour for hire* in some country beyond the limits of India, other than the island of Ceylon or the Straits Settlements, is not lawful except to countries specified in the schedule of the Act, ‘and to such other countries as the Governor in Council from time to time by notification declares to be countries to which emigration is lawful.’ Every such notification ‘must contain a declaration that the Governor General in Council has been duly certified that the government of the country to which the notification refers, has made such laws and other provisions as the Governor General in Council thinks sufficient for the protection of emigrants to that country during their residence therein.’

“It is, therefore, to be said that emigration (in the sense defined) to Canada from India, is not lawful under the Indian Emigration Act, and cannot be made lawful except through the action of the Canadian Government in making the necessary laws, to the satisfaction of the Government of India, for the protection of Indian emigrants.

“It will, therefore, be seen, that of itself the Indian Emigration Act solves the problem, so far as it relates to the importation of contract labour from India to Canada, and this is the one class to be feared, since without some agreement to labour it is hardly to be expected that the

number of immigrants will be large. To render this law wholly effective so far as Canada is concerned, it would be sufficient to prohibit the landing in Canada of immigrants who come in violation of the laws of their own country.

"(5) With the danger of the importation of native labour under contract or agreement removed, there remains for consideration only such classes as might desire to emigrate from India of their own initiative, or as having left India and gone elsewhere, to China, for example, might be induced by agreement or otherwise, to emigrate to this country. To the immigration of the latter class the regulation of the Canadian government requiring a continuous passage from the country of which they are natives or citizens and upon through tickets, should prove an effective bar, whilst as to the former the same regulation, the warnings issued by the Government of India, and the greater care which it may reasonably be expected the steamship companies will exercise in the future, should prove a real deterrent. It will be apparent, moreover, that having regard for the policy of the India Government in the protection of the natives as set forth in the Indian Emigration Act, the Government of Canada is fully justified in requiring, as has been its policy, of persons coming to Canada, without a knowledge of conditions, and with manners and customs wholly different from our own, especially where such persons are ignorant of our language and are without any agreement guaranteeing work, that they should, for their own protection, be in possession of a sum of money sufficient to ensure their not being reduced to a condition of mendicancy or becoming a public charge. The regulation at present in force, requiring all immigrants to have in their possession a sum of at least \$25 constitutes a requirement which for the protection of the Indians themselves, is an obvious necessity. Should this amount prove inadequate it could be increased.

"There is thus, in the last analysis, a dovetailing, so to speak, of Great Britain's well-known policy in the protection of the native races of India, and Canada's policy in the matter of immigration.

#### A HARMONY OF POLICIES.

"Whilst effective as a means of restricting a class of immigration unsuited to Canada, it will be apparent that the arrangement as herein set forth is one which finds its justification on grounds of humanity as strong as are the economic reasons by which it is also supported. The liberty of British subjects in India is safeguarded rather than curtailed, the traditional policy of Britain in respect to the native races of India has been kept in mind, and the necessity of enacting legislation either in India or in Canada which might appear to reflect on fellow British subjects in another part of the Empire has been wholly avoided. Nothing could be more unfortunate or misleading than that the impression should go forth that Canada, in seeking to regulate a matter of domestic concern, is not deeply sensible of the obligations which citizenship within the Empire entails. It is a recognition of this obligation which has caused her to adopt a course which by removing the possibilities of injustice and friction, is best calculated to strengthen the bonds of association with the several parts, and to promote the greater harmony of the whole. In this, as was to be expected, Canada has had not only the sympathy and understanding, but the hearty co-operation of the authorities in Great Britain and India as well."

V.—ORIENTAL IMMIGRATION.—C. ENQUIRY BY DEPUTY MINISTER OF LABOUR UNDER ROYAL COMMISSION INTO JAPANESE LOSSES IN ANTI-ASIATIC RIOTS.

The report of the Department for the previous year contained statements showing the result of the several enquiries conducted under Royal Commission by Mr. W. L. Mackenzie King, then Deputy Minister of Labour, into the losses sustained by the Japanese and Chinese residents of Vancouver, B.C., during the anti-Asiatic riots in that city in the month of September, 1907. The formal report of the Commissioner in the case of the enquiry into Japanese losses was not, however, presented to Parliament until after the close of the fiscal year, and was not, therefore, available at the time the annual report was prepared.

The report of the Commissioner in this matter was presented to Parliament on June 30, 1908. The Order-in-Council relating to this Commission bears date of October 12, 1907, and reads as follows:—

“ On a memorandum dated September 27, 1907, from the Secretary of State, representing that he has received a communication from Mr. T. Nosse, Consul-General for Japan, in Canada, stating that he was in receipt of a cable message from the Foreign Minister in Japan calling attention to the damages and losses sustained by the Japanese residents in Vancouver during the riots in the early part of the month of September, 1907, and expressing the hope that in view of the cordial and friendly relations existing between Japan and Canada, the case may be settled at Ottawa independent of the British government and without going through the usual diplomatic channels.

“ The Minister, therefore, recommends that the losses sustained during the recent riots by the Japanese population residing in Vancouver be ascertained with a view to their payment, and that Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, be appointed a Commissioner under the Inquiries Act, chap. 104, of the Revised Statutes, to conduct an inquiry into the losses and damages sustained by the Japanese population in Vancouver on the occasion of the recent riots in that city. The committee submit the same for approval.”

The claims made on behalf of the Japanese residents of Vancouver were submitted to the government by Consul-General Nosse; they amounted to nearly \$14,000, of which about \$2,500 was for broken windows, &c., and the balance chiefly for loss occasioned by the closing of Japanese shops during several business days.

Mr. Mackenzie King left Ottawa for Vancouver on Monday, October 14, arrived at Vancouver on Sunday, October 20, and commenced an inquiry under his commission on Monday, October 21. Mr. F. W. Giddens, of the Department of Labour, was appointed secretary and stenographer to the commission, and Mr. Howard G. Duncan, Vancouver, acted as counsel on behalf of the Japanese government.



The Commissioner's report recited the steps taken by the Commissioner in opening the inquiry, and set forth the text of the notice issued to the public and the method by which the several claims were examined. The total number of claims presented was 107, of which eighty were for actual, and fifty-three for resultant or consequential losses. The total losses, as finally estimated, were fixed at \$9,036, of which those totalling \$1,553.58 were on account of actual damages and the remainder on account of resultant damages. In addition to this amount, it was recommended that the sum of \$600 be paid to the Japanese Consulate in reimbursement for sums expended in preparing estimates of claims, and an allowance of \$1,000 made on account of legal expenses. The sum of \$139, expended by claimants in declaring their claims, was also recommended to be reimbursed. The report quotes in full the forms of release signed by the several parties.

#### METHOD OF ESTIMATING CLAIMS.

With reference to the manner in which the amounts allotted to the several claimants were estimated, the Commission stated as follows:—

“The evidence taken before the Commission will illustrate in a sufficiently comprehensive manner the bases on which the amounts allotted to the several claimants were estimated. It is not necessary, therefore, to more than indicate, in this report, the nature of the investigation and the points to which it may be necessary to direct special attention. Most of the claims presented appear to have been fair and reasonable. The fact that there is a difference of some \$4,500 between the total amount claimed and the total amount awarded, is to be accounted for by the somewhat exorbitant claims made by one or two merchants for alleged losses in business, and more or less excessive claims made by some Japanese boarding-house keepers, who claimed indemnity for a time exceeding that for which it appeared reasonable to make an allowance, or who, in hiring guards for the protection of their property during the time of the riot and the days immediately succeeding, failed to exercise reasonable judgment in the amounts they expended on this score. It would appear, however, that the more responsible persons of the Japanese community in Vancouver, and, in particular, the merchant class, fixed with moderation the amount of the loss for which compensation was requested. In individual cases the amounts would indicate that the claimants had in mind an ‘entente honorable’ in the nature of some recognition rather than full compensation of actual losses or damages sustained.

“At the time of the riot, the Japanese consulate in Vancouver took immediate steps to ascertain the extent of the damage done to the several properties of the Japanese residents in the city. The services of a competent architect were retained to ascertain the actual damage and estimate the consequent loss. The consulate also retained a solicitor to assist in the preparation and declaring of the several claims, and the information thus collected was duly placed before the Commission. The civic authorities of Vancouver did not take any steps to ascertain the amount of the damage occasioned by the riot. With the exception, therefore, of the statement prepared at the instance of the Japanese consulate, there was no guide to the actual losses other than the sworn statements of the several claimants and the receipts produced by them for expendi-

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tures incurred in making good the damage to their property. As receipts were produced in all cases save those in which repairs had not been made at the time the Commission was sitting, there was not the trouble of assessing the losses on this score, which might have otherwise been occasioned. The one difficulty which presented itself was that of estimating the amount to be allowed a tenant, where the owner of the property was a person other than a Japanese resident of the city. In all such cases, a careful examination was made of the terms of tenancy, and damages allowed to the extent to which there was reason for believing that the losses incurred would fall upon the Japanese claimant. In the case of the actual damages, the estimate submitted was somewhat in excess of the amount subsequently expended in making repairs. With the preparation of this estimate the several claimants had had nothing to do, and the difference in amount was one which a British subject assessing losses under the circumstances might have reasonably conceded, in the absence of specific contracts or actual receipts. In estimating the resultant or consequential damages, special regard was had to the evidence of the civic authorities in regard to the nature and effect of the disturbances, as well as to the peculiar circumstances in which the Japanese colony in Vancouver found itself placed in consequence of the unexpected and unprovoked nature of the attack made upon it. In some cases a personal visit was made to the premises and an inspection had of the books of the claimants."

## ASSISTANCE ACKNOWLEDGED.

Referring to the assistance rendered to the Commission by Mr. Kishiro Morikawa, the Japanese Consul, and by Mr. Howard J. Duncan, counsel of the Japanese government, the Commissioner stated:—

"I desire to gratefully acknowledge the assistance given and the many courtesies extended throughout the enquiry and during my stay in Vancouver by Mr. Morikawa and the members of the Japanese consulate. While Mr. Morikawa took no part in the proceedings before the Commission, he was unsparing in his efforts to facilitate and expedite the enquiry, and but for the careful manner in which he anticipated in many particulars the needs of the Commission, it is certain that the investigation would have been materially prolonged. To Mr. Howard J. Duncan, the able counsel of the Japanese Government, the thanks of the Commission are also specially due, both for the care with which he advanced and safeguarded the interests of the several claimants and for the assistance given in eliciting facts relevant to the subject of the inquiry."

## CORRESPONDENCE BETWEEN THE COMMISSIONER AND MR. MORIKAWA.

The Commissioner drew attention to the following communications which passed between himself and Mr. Morikawa, the Japanese Consul:

"Vancouver, B.C., Nov. 15, 1907.

"Dear Sir,—

"On behalf of the Government of Canada, I beg to enclose a cheque for the sum of \$1,600, authorized by Order-in-Council, and payable to the

order of His Imperial Japanese Majesty's Consulate at Vancouver, being an allowance of \$1,000 on account of legal expenses, and reimbursement to the amount of \$600 for amounts expended by the Japanese consulate in the preparation of estimates and claims of losses and damages sustained by the Japanese population in the recent riots in the city of Vancouver, and the presentation of these claims before the Royal Commission appointed to enquire into the said losses and damages.

"The Japanese Consulate at Vancouver has not presented any account for expenses incurred in the preparation of estimates and claims, or for professional services of counsel who appeared before the Commission on behalf of the Japanese Government. When, as Commissioner appointed to enquire into the losses and damage sustained by the Japanese population in Vancouver, I requested you to kindly let me have a statement of the amounts expended by the Japanese consulate, you intimated in reply that it was not your intention, or the desire of the Japanese consulate, to allow a consideration by the Government of Canada of any expenses which the Consulate may have incurred in the preparation and presentation of claims made on behalf of the Japanese population in Vancouver.

"As you are aware, the careful preparation of estimates and claims, and the presence of counsel, greatly facilitated the enquiry. This of itself, in the opinion of the Dominion Government, is a sufficient reason why all such outlays should be fully met. I have, therefore, to express the hope that on further consideration, you will find it possible to accept the enclosed cheque on account of expenses incurred by the Japanese Consulate in this connection.

"The Government has, by Order-in-Council, also authorized the payment of the sum of \$9,036 on account of losses and damages by the Japanese population in the recent riots, and the reimbursements to claimants the sum of \$139, expended by them in declaring their claims. Cheques in payment of the amounts due the several claims are at present being made out in accordance with the amount assessed as a result of the enquiry under Royal Commission just concluded. These cheques I hope to be in a position to hand to the several claimants some time to-morrow.

"I am, dear Sir,

"Very respectfully yours,

" (Sgd.) W. L. MACKENZIE KING,

" COMMISSIONER."

" VANCOUVER, B.C.

" M. KISHIRO MORIKAWA, "

" HIS IMPERIAL JAPANESE MAJESTY'S CONSUL."

MR. MORIKAWA'S REPLY.

"His Imperial Japanese Majesty's Consulate,

"Vancouver, B.C., November 19th, 1907.

"Sir,—

"Permit me, on behalf of my Government, to thank you for your letter of the 15th instant, enclosing a cheque of \$1,600.00 as an allowance for expenses, legal and incidental, to my Government, in connection with the preparation and investigation of claims by Japanese residents for damages to their property in the unfortunate riots of the 7th September.



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I also thank you for the notification of the allowance of \$9,036.00 and costs of declaring claims by the Canadian Government for the payment of losses and damages sustained by the Japanese residents in the riot.

"I cannot too strongly express the satisfaction and approval of my Government in your award and adjustment of the losses and damages sustained by the Japanese residents here, a feeling, I am sure, shared by every claimant. If I may be permitted to say anything of a personal character, I would assure you that the great skill, unvarying patience and urbanity which marked your conduct of the Commission, has done much to restore the feelings of my countrymen here that the Canadian Government and the people of Canada are opposed to every element whose purpose is to defy the ordinary rules of decency in life, and the wider laws which bind nations in friendly accord.

"While appreciating the high and honourable motives which have prompted you and your Government to send me the cheque for \$1,600, I regret that it is impossible for my Government to accept a reward for protecting the interests and property of the subjects of Japan. This, and this only, is my reason for returning to you the cheque for \$1,600.00.

"You may assure your Government of my grateful acknowledgement of their generous course, a policy which I am sure will make for an increase of good feeling between our peoples.

"I have the honour to be, Sir,

"Your obedient servant,

" (Sgd.) K. MORIKAWA,

" H. I. JAPANESE M'S. CONSUL.

" W. L. MACKENZIE KING, C.M.G., COMMISSIONER.

"VANCOUVER."

## CONCLUSION.

The report concluded by quoting at some length from the address of the counsel of the Japanese Government at the last session of the Commission and from the remarks of the Commissioner in reply, both addresses relating to the desirability of racial animosities being curbed and softened and to the good effects in the promotion of international amity that must flow from an enquiry such as that which had been held before the Commission, and from the disposition shown by Canada to afford the amplest protection to all dwelling within its borders, no matter of what nationality. An appendix to the report showed in detail the amount allowed to each of the several claimants for actual or resultant losses and for declaring claims.

**VI.—ORIENTAL IMMIGRATION.—D. ENQUIRY UNDER ROYAL COMMISSION BY DEPUTY MINISTER OF LABOUR INTO METHODS BY WHICH ORIENTAL LABOURERS HAD BEEN INDUCED TO EMIGRATE TO CANADA.—PORTION OF REPORT RELATING TO IMMIGRATION FROM INDIA AND CHINA.**

On November 5, 1907, a Royal Commission was issued to Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, for the purpose of conducting an enquiry into the methods by which Oriental labourers had been induced recently to immigrate to Canada. The first portion of the report of the Commissioner, relating exclusively to emigration from Japan, was laid on the table of the House of Commons on January 20, 1908. The second and third portions of the report, dealing respectively with immigration from China and from India, were laid before Parliament on July 13, 1908. An abstract of the section first presented was printed in the annual report of last year; the sections presented later are dealt with in the present chapter.

To enable the result of the Commissioner's investigations to be more clearly understood, and to make the present narrative of events in this connection more intelligible and comprehensive, the conclusions framed by Mr. Mackenzie King with regard to that branch of his enquiry relating to Japanese immigration, though included in last year's report, are repeated on the present occasion.

The final chapter of the report closes in the following terms:—

"If the narrative of this report, in so far as it relates to the immigration of Japanese into the Province of British Columbia has helped to reveal anything of the true inwardness of the situation, it must be apparent that through the absence of statistical data, the public has lacked an amount of information a knowledge of which might have materially assisted in removing erroneous impressions as to numbers, an all-important factor in discussions on a question of this kind. How many of the Japanese who have come to Canada within the past year were former residents of this country can only be approximately estimated by a process of deduction; no inquiries of immigrants on this score have been made and no records kept. How many have held passports for Canada, how many for the United States and how many for Hawaii, could not have been told without some such inquiry as the present. It is only within the last few months that a record of this kind has been commenced at one of the ports, and none was being kept at the other. In drawing attention to these facts there is no reflection upon the immigration officers at Victoria and Vancouver. They appear to have performed their duties faithfully and well, and to have had such duties in addition to those with which they are already charged, would have made their task impossible of performance. I would respectfully submit for consideration the advisability of giving to the work of the immigration officers on the Pacific a wider significance than has hitherto been accorded or possibly been necessary, and would suggest that a staff adequate to all the duties should be maintained.

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"The practice of treating diseased immigrants might, it would seem, be discontinued on the Pacific coast without working any hardship save in exceptional cases; it would ensure greater precautions on the part of companies carrying immigrants and at the same time would lessen a little the duties of our own officers. It would seem reasonable, too, that Japanese holding passports for the United States should be required to present themselves for examination by the American officers before examination by our own; if rejected by the United States officers they should be declared *ipso facto* undesirables, so far as Canada is concerned, and not allowed to land.

"As for the Japanese immigration itself, the preservation of harmony between the several classes in the Province of British Columbia, no less than the furtherance of friendly relations between this country and Japan demands that there should be an effective restriction of the number of Japanese who shall be admitted to Canada each year. It is but fitting, however, that in providing for this restriction, account should be taken of the methods by which the immigration of the past year has been induced and that the responsibility for the large influx that has taken place should be placed where it properly belongs.

"If the present inquiry has revealed anything, it is that the Japanese Government has permitted to come to Canada during the past year, only the following classes:—

"(1) Merchants, officers, students and travellers to the number of about 100 as described.

"(2) Japanese formerly resident in Canada.

"(3) Such persons as may be designated 'relatives' or 'friends' of Japanese resident in Canada, and this only where the consul resident in Canada has certified that they were wanted, and that upon their arrival they would be sure of immediate employment or a home. This number has been approximately 190.

"(4) Contract labourers for work under a *bona fide* contract with a Canadian company or corporation, the *bona fides* of which contract has been certified to by the resident consul, and a duplicate of which has been produced at and approved of by the Foreign Office in Japan—a class of immigration which has been allowed only since April of the present year.

"With the immigration from Hawaii the Japanese Government has had nothing to do.

"Were the immigration of Japanese from Hawaii and all other points beyond the jurisdiction of Japan absolutely prohibited, and a stop put to the immigration of contract labour at the instance of individuals and companies in this country and immigration companies in Japan, and a like reserve shown in the future in the granting of passports to all other classes of persons as appears to have been practised in respect to these classes during the past year, the Japanese immigration to this country would not be such as, having regard for numbers, would be likely to cause any serious embarrassment to this country, or as to which exception could reasonably be taken. On the other hand, unless methods are adopted sufficiently effective to prohibit absolutely all immigration from Hawaii and the importation of contract labour from Japan, there are strong grounds for believing that the numbers of Japanese likely to enter Canada from the former islands will greatly exceed, within a few months, the numbers of the past year, and that the Canadian Nippon Supply Company and other like concerns will carry on a traffic in Japanese labour the like of which has not been equalled in the importation of any class of coolie labour that has ever been brought to our shores. I would most respectfully submit that an immediate consideration of this subject is desirable,



not only in the interest of the people of the Province of British Columbia, but of the whole Dominion, and that any effective solution demands prohibition of such Japanese immigration as may come from countries beyond the jurisdiction of Japan, and an absolute restriction in the numbers that come from Japan direct."

#### IMMIGRATION TO CANADA.

Coming to the question of immigration to Canada from China the Commissioner stated as follows:—

"To explain the immigration of Chinese to Canada during the past year, it is necessary to take account of the immigration from China during previous years, and the measures passed by the Dominion Government in regard to this immigration. It was in the days of gold discovery in the mines of Cassiar and Caribou in the early sixties, and of the construction of the Canadian Pacific Railway in the early eighties, that immigration from China to Canada took place on a considerable scale, there being no restrictions of any kind imposed. The numbers became such, however, that in 1884 the Government of the day found it necessary to appoint a Royal Commission to make inquiry concerning this immigration, and in the following year, 1886, a tax of \$50 per head was imposed on every Chinese immigrant. The number of Chinese who had come into Canada at that time was estimated as between nine and ten thousand. The Dominion Census for the year 1891 gave the total of Chinese in Canada as 9,129, of which number 8,910 were in British Columbia. From these figures it would appear that the large influx of Chinese into British Columbia during the building of the Canadian Pacific Railway, was well absorbed, nearly all apparently remaining in this country or others coming in to take their place. During the following decade the numbers so increased that in 1900 the Dominion Government increased the capitation tax from \$50 to \$100, the increase to take effect on January 1, 1901. It was contended by the people of British Columbia that this was inadequate and ineffective in preventing Chinese immigration to Canada, and the Government, in the same year, appointed a second Commission to investigate concerning Chinese and Japanese immigration into the province. The census in 1901 gave the total number of Chinese in Canada as 16,792, of which by far the greater portion were in the Province of British Columbia. The Commission appointed in 1900 found that, as represented, the \$100 head tax upon Chinese was ineffective and inadequate, and recommended that the amount of the tax be increased to \$500. Adopting this recommendation, Parliament, in July, 1903, enacted a law placing a tax of \$500 on all Chinese entering the country, but its provisions did not come into force till January 1, 1904. The returns show that between June, 1900, and January 1, 1904, over 16,000 Chinese paid the tax of \$100, as follows:—

Fiscal year, June, 1900 to 1901 .....	2,518
" " " 1901 to 1902 .....	3,525
" " " 1902 to 1903 .....	5,245
June, 1903, to January 1st, 1904. ....	4,719
	<hr/> 16,007

"In other words, the total Chinese population in Canada nearly doubled during the years 1900 to 1903, inclusive. Assuming that the bulk

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of the Chinese who came into the country remained here, it would appear that at the time the \$500 tax was imposed there were over 30,000 Chinese in Canada, most of whom were in the Province of British Columbia. What effect the new legislation had will be apparent from the following figures, which show the number of Chinese who have paid the tax in the years since the \$500 limit was imposed.

From January 1, 1904, to June 30, 1904 . . . . .	0
“ June 30, 1904, to June 30, 1905 . . . . .	8
“ June 30, 1905, to June 30, 1906 . . . . .	22
“ June 30, 1906, to June 30, 1907 . . . . .	91
“ June 30, 1907, to March 31, 1908 . . . . .	1,482

## RESULT OF INCREASE IN TAX.

“Paradoxical as it may appear, the all but complete cessation of Chinese immigration which followed the increase of the capitation tax to \$500, which cessation continued up until the beginning of 1907, and the sharp upward movement which has taken place since, are each, in large measure, the result of the increase in the amount of the tax. . . . The imposition of a \$500 tax administered a death blow to the work of the labour agencies and contractors. For a while it raised an almost effective barrier against the natural tide. An advance of \$50 or even \$100 to emigrants coming under the guarantee of service was a risk which agencies or contractors, considering first the security of their profits, hesitated to incur; when this amount was raised to \$500, such an advance could no longer be considered as a business proposition. Likewise, the Chinaman who was desirous of having his relatives or friends share his opportunity, discovered that through the imposition of the tax the economic inducement to immigration had been suddenly swept away. At the rate of wages then current for Chinese labour, he could extend to his friends no hope of being able to recover, even after many years of industrious toil, an outlay for admission so considerable. The Chinese at home looked on the new tax as constituting an all but impossible barrier. The Chinamen in the new land had not yet seen how this barrier was to be surmounted. Then the economic effect of the tax gradually became apparent. The Chinaman who had landed in this country prior to January, 1904, discovered that the state, unwittingly perhaps, had, by restricting further competition from without, created of his labour a huge monopoly; without organization, without expense, without even agitation, every Chinaman became a unit in a labour group more favoured than the most exclusive and highly protected trade union. Then monopoly began to do its work. The Chinaman, discovered his protected position, sought the advance in wages which comes from an increasing demand and a diminishing supply. Within a couple of years the wages doubled, and in some instances, more particularly in the case of servants of a better class, trebled, and even went beyond this point. Yip Sang testified that before the \$500 tax was imposed, he paid Chinamen for packing fish, from \$25 to \$40 a month with food, that now he was obliged to pay for the same services, \$60 to \$70, that in other classes of employment Chinese were obtaining at the present time \$2.50 a day, where before the tax had been imposed, only \$1 was received. Thus, it has come about that as a result of the rise of wages consequent upon the monopoly created by the tax, Chinamen have found, speaking generally, that once in the country, it is possible to accumulate within half the time, the sum desired, and that thereafter the fortune from year to year is apt to be nearly, or more than double what it originally was.

"It took about three years for the economic changes to work out, and for the Chinaman to become fully aware of the new situation; once cognizant of it, he began to advise his relatives and friends in China.

"With the betterment of their economic conditions, the number of Chinamen returning for a visit to their own country began to increase. This number has grown so steadily since the tax was imposed that during the closing months of the past year, the steamship companies found it next to impossible to afford the accommodation demanded by Chinamen desirous of returning for a short sojourn to their own land. Many Chinamen who have gone on a visit to their own country have brought back with them relatives or friends. Others who have remained in Canada have sent home money to assist in the bringing of others out. Some have simply furnished the information and have left it to the intending emigrant to procure in such way as he might, the amount that was necessary to pay his passage and the tax imposed."

#### INCENTIVES TO CHINESE IMMIGRATION.

"The difference in the remuneration of labour in Canada and China, and the fact that the savings of a few years here, constitute a life fortune in China, have constituted the main incentives to emigration. The tax and its economic effects account for the numbers being what they are; the assistance given to their relatives and friends by Chinese, either here or in China, sometimes from humanitarian, sometimes from commercial motives, explain the means by which they have come. In addition to this a number of those who are coming at the present time are Chinese who have resided in the United States at one time, or have friends residing here at present. They know conditions on this side of the water, and not being permitted to enter the United States, are coming to this country."

The Commissioner then recited the statements of thirty-three Chinese chosen at random among newly arrived immigrants during November, as showing the natural causes to which the immigration is due.

The portion of the report relating to Chinese immigration concluded as follows:—

"It will be apparent from the several statements herein set forth, that the immigration of Chinese during the past year has been due largely to the interest taken by those already in this country in their friends and relatives in China. Among the Chinese the family bond is a close one, and in their recognition of its obligations they set an example to other peoples. The number of Chinese in this country being so considerable, it is not surprising, all things considered, that their relatives and friends should be coming in the numbers they are."

#### IMMIGRATION FROM INDIA.

Part III of the report, dealing with Hindu Immigration, gives the following account of the extent of immigration from India to Canada during recent years:—

"Of immigration from the Orient, that from India is the most recent. Until the year 1905 immigration from India was practically unknown. Such natives of India as visited Canada, prior to that time, were not immi-



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grants; they were, for the most part, tourists. The returns of the Immigration Department show that arrivals from India to Canada have been as follows:—

From June 30, 1904, to June 30, 1905 . . . . .	45
“ June 30, 1905, to June 30, 1906 . . . . .	387
“ June 30, 1906, to March 31, 1907 . . . . .	2,124
“ March 31, 1907, to March 31, 1908 . . . . .	2,623
Total . . . . .	5,179

“Of this number, many were in transit for the United States.”

## CAUSES OF HINDU IMMIGRATION.

“Mr. David E. Brown, general superintendent of the Trans-Pacific Service of the Canadian Pacific Railway, who lived for fourteen years in Hong Kong, and had charge of the company's business in the Orient, when asked before the Commission if he could suggest what had brought the Hindus to Canada in such numbers within the past year, stated in reply that he would say that the movement had had its origin in the visit of the soldiers of the different colonies of the Empire to London, at the time of the Queen's Jubilee; that the Indian troops who had returned home via Canada had been made much of, and were impressed by the country and its opportunities; that Indians were employed very largely as police in Hong Kong, and that it was from among their number that the movement had started in the first instance. Asked what year that would be, Mr. Brown replied ‘five or six years ago, possibly three or four, it was about a year after, or two years after the Queen's Jubilee.’ When it was pointed out that the Queen's Jubilee was in 1897, Mr. Brown said: ‘Well, say five or six years after they would get back home. As satisfactory reports were sent back by these men on this side, others would be induced to come.’

“There are some, doubtless, who share Mr. Brown's view, which at least, is an agreeable one, creating, as it does, the impression that immigration from India had its beginnings from a cause essentially imperial and patriotic. On the other hand, the evidence of the Indians who testified before the Commission indicates pretty clearly that the immigration from India which has been a matter of concern to the people of British Columbia, owes its origin to aims and methods which were anything but imperial or patriotic; that, in fact, the influx of recent years has not been spontaneous, but owes its existence in the main to (1) the activity of certain steamship companies, and agents desirous of selling transportation and profiting by the commissions; (2) the distribution throughout some of the rural districts of India, of literature concerning Canada, and the opportunities of fortune-making in the Province of British Columbia; and (3) the representations of a few individuals in the Province of British Columbia, among the number a Brahmin named Davichand, and certain of his relatives, who induced a number of the natives of India to come to Canada under actual or verbal agreements to work for hire, the purpose being that of assisting one or two industrial concerns to obtain a class of unskilled labour at a price below the current rate, and at the same time, of exploiting their fellow-subjects to their own advantage. Some of the natives may have emigrated to Canada of their own accord or because of the advice or desire of relatives who had come to this country, but had the influences here mentioned not been exerted, it is certain their numbers would not have been appreciable.”

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The Commissioner quoted extensively from the evidence taken during the enquiry to show the part played by the steamship agents in inducing Hindu immigration to Canada. The evidence of fifteen Hindu immigrants was summarized to illustrate the causes of the immigration and the methods at work. The text of a circular issued in India by certain steamship agents was also given.

#### CONCLUSIONS *re* HINDU IMMIGRATION.

The Commissioner concluded the portion of his report referring to immigration from India with the following sentences:—

“It will be apparent from the brief review here given of a part of the evidence, that the immigration from India, and the methods by which it has been carried on, besides occasioning unrest in the Province of British Columbia, has resulted in great hardship and injustice to many of the Indians themselves. Apart altogether from the question of whether or not they are suited to this country, it is clear that without some supervision on the part of the authorities which will protect the natives from false representations, it is within the power of a few individuals to create a situation not only prejudicial to the lives and fortunes of hundreds of well-meaning and innocent persons, but of grave concern to the British Empire itself.”

#### GENERAL CONCLUSIONS *re* ORIENTAL IMMIGRATION.

The Commissioner closed his report with the following reference generally to the subject of Oriental immigration:—

“The inquiry into the methods by which Oriental labourers have been induced to come to Canada, while it has been concerned first with the immigration from Japan, second, with immigration from China, and third, with immigration from India, has revealed one circumstance of like application to all, and that is the necessity, if movements of this kind are to be properly regulated and controlled, of having in each of the countries of the Orient, a representative of the Dominion, whose duty it would be to keep the Canadian Government informed of matters affecting Canadian interests along other than merely commercial lines. Such representatives should be persons familiar with conditions in Canada, and Canadian affairs, and who might be expected to keep in touch with the official classes of the countries to which they are sent, and advise as to political or other policies of concern to the Dominion. A notification of what was happening in India or Japan, followed by intimations at the proper moment to the parties concerned, as to probable consequences, might have avoided much of the trouble of the past year, which, if it has any significance bespeaks a growing intimacy in our relations with the East, and the beginning of a class of problems which Canada hitherto has not been obliged to face.”

VII.—ORIENTAL IMMIGRATION. — E. ENQUIRY UNDER ROYAL COMMISSION BY DEPUTY MINISTER OF LABOUR INTO LOSSES SUSTAINED BY CHINESE RESIDENTS OF VANCOUVER, B.C., IN ANTI-ASIATIC RIOTS OF SEPTEMBER, 1907.

Mr. W. L. Mackenzie King, Deputy Minister of Labour, was on March 25, 1908, appointed a Royal Commissioner to enquire into the losses sustained by the Chinese residents of Vancouver, B.C., on the occasion of the riots in that city during September, 1907.

At the time the Commission was issued Mr. Mackenzie King was in England, engaged on a mission to confer with the authorities of Great Britain on the subject of immigration to Canada from the Orient and from India in particular. Mr. King proceeded to Vancouver as soon as possible after his return to Canada, reaching that city on May 24. The Commissioner's report of the enquiry was presented to Parliament on June 30 following.

The report set forth that Mr. Tung Cheng-Ling, attaché of the Imperial Chinese Legation in Great Britain, came to Canada to be present at the enquiry. Mr. Owyang King, Chinese consul at San Francisco, and Mr. Moy Bok Hin, Chinese consul at Portland, Oregon, were also present for the same purpose. Mr. George Cowan, K.C., acted as solicitor for the city of Vancouver, and Mr. Arthur McEvoy as counsel for the Chinese Board of Trade at Vancouver and for the other claimants.

The Commissioner reported that on the presentation of claims by the solicitor, it was pointed out that although the number was considerable, several had been omitted, and that as the Commission directed an enquiry into all losses, it was decided that any claim which might be presented within three days of the opening of the Commission would be considered.

The Commissioner's report stated that claims as presented through England amounted in all to \$26,774.61, of which amount \$2,568.98 was on account of expenses incurred by the Chinese Board of Trade, \$3,277.63 for actual damages, and \$19,928.00 for resultant damages. As amended by the addition of new claims and the alteration of amounts in certain of the original claims during the course of the enquiry, the revised total amounted to \$26,217.12, of which \$3,190.14 was on account of actual damages, and \$20,458 for resultant damages. In all, there were 227 claims presented, 125 being for actual and 102 for resultant damages. After a careful examination into each of the several claims, the Commissioner found that the losses amounted in all to \$25,990, of which amount \$3,185.00 was on account of damages to property, \$2,969 on account of losses incurred by the Chinese Board of Trade, and \$20,236.00 on account of losses consequent upon the suspension of business and in other ways.



## METHOD OF ESTIMATING CLAIMS.

The report contained the following remarks with reference to the method pursued in adjustment of the claims:—

“It can serve no useful purpose to set forth in detail the bases on which the several accounts allowed to the respective claimants were arrived at, other than to say that while a strict regard was had for the fact that all payments would be defrayed from public monies, the trust nature of which cannot be too constantly kept in mind, each claim was considered in the light of the material facts and circumstances with a view to seeing that full justice was accorded to every claimant.

“With the exception of the estimates prepared immediately after the riot by one of the leading hardware companies of the city of Vancouver, at the instance of the Chinese Board of Trade, on which estimate the several claims for actual damages were based, there did not appear to be any estimate of actual losses. The civic authorities took no steps to ascertain the amount of damage done. Nevertheless, the actual damages were easily assessed. They were almost exclusively incurred on account of broken windows, signs and glass, a good portion of which was plate. The accuracy of the estimate was vouched for by members of the firm by which they had been made, and was further verified by the production of receipts by the several claimants for amounts expended. In the case of damage to property, the claimant, if a tenant, was allowed the actual loss only where it was shown that it had fallen upon him, and not upon the owner. With but one or two exceptions, the claimants in the case of damaged property were the owners and Chinese residents, and there was not, as in the case of the settlement of the claims of the Japanese tenants for damage done to property owned by white people, the same difficulty of ascertaining to whom, in the last resort, the cost of the damage was properly chargeable. In the case of broken plate glass, the several claimants were questioned in regard to insurance, and an examination made of insurance policies, where such existed; but in no case did it appear that the policies held by them were of such a nature as to entitle the claimants to any compensation from the companies with which they had insured.

“In the case of the resultant losses, which were largely in the nature of business losses on account of the necessary cessation at the time of, and the days immediately following, the riot, the accuracy of the several statements presented with the individual claims was vouched for by Mr. Ow Yang King, under whose supervision the same had been prepared. It was stated by Mr. Ow Yang King that in the preparation of these statements, a careful examination of the books of the several claimants had been made wherever this was thought necessary or desirable. Before the Commission, these statements, which related to business being done at the time of the riot, were tested by a comparison with the businesses of the several claimants as actually existing at the time of the sittings of the Commission, as well as by a comparison in each case with the total business of the year, and by a comparison of the business of one firm with that of others, claiming like or different amounts. The claimants, almost without exception, appear to have exercised moderation and a sense of fairness in the amount at which their respective business losses were estimated. In only two cases was a claim made for losses beyond a period of six days. Some of the claimants took account only of losses on account of expenditures for the time during which their places of business had been

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closed, and omitted any reference to loss of profits during the same time. The only case in which there was any real difficulty in ascertaining resultant losses was in the amounts claimed for payments to guards in protecting property, and for boarding Chinese from different parts of the city, who took refuge in the dwellings of certain of the merchants during the time of the riot and the days immediately following. In assessing these losses, regard was had to the nature of the premises protected and the reasonableness of the number of persons alleged to have been employed or sheltered, and the amounts alleged to have been expended. Except in the case of restaurant keepers who lost some perishable goods, there were few claims for spoiled or damaged merchandize, and there were but one or two claims on account of loss of orders which it was alleged had been cancelled because of not being filled at the time of the riot.

"It appears that during the time of the riot, the Chinese residents purchased a considerable quantity of firearms and ammunition. The claimants were quite frank in their admission that these weapons had been purchased for the purpose of defence, and would, in all probability, have been used had further unwarranted attacks been made upon them. As it appeared that there was no necessity for the purchase of these firearms, any amounts claimed for payment on this score were wholly disallowed, as were also sundry small charges for the purchase of lanterns, hose and the like, which some of the claimants alleged they had obtained as means of protecting their property in the event of incendiarism."

## EXCHANGE OF LETTERS.

The report contained a copy of the following communications exchanged between the Commissioner and the representative of the Chinese Government:

"VANCOUVER, June 11, 1908.

"Sir,—I have the honour to inform you that having made a careful examination under Royal Commission into the losses sustained by the Chinese residents of the city of Vancouver, in consequence of the anti-Asiatic riots in September of last year, I have, as directed in my commission, reported the result of the investigation, so far as relates to the total losses sustained, which I have estimated as amounting to \$25,990.00. I recommended that, in addition to this amount, the sum of \$1,000 should be allowed to the claimants on account of legal expenses.

"I have pleasure in further informing you that I have to-day received from Ottawa, a telegram stating that Council has approved the sums recommended for payment, and that an amount covering the same will be put in the supplementary estimates to be presented to Parliament at the present session, and will be paid to the claimants as soon as voted.

"I have the honour to be, Sir,

"Your obedient servant,

"(Sgd.) W. L. MACKENZIE KING,

"COMMISSIONER.

"MR. TUNG CHENG-LING,

"ATTACHE TO THE IMPERIAL CHINESE LEGATION OF LONDON,

VANCOUVER."

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" Vancouver, June 13th, 1908.

"Sir,—I have the honour to acknowledge receipt of your favour of the 11th inst., informing me that after having made a careful examination, under Royal Commission, into the losses sustained by the Chinese residents of the city of Vancouver, in consequence of the anti-Asiatic riots of September last year, you have reported to the Governor-General of Canada in Council the result of the investigation so far as relates to the total losses sustained, which you have estimated as amounting to \$25,990.00, with the recommendation that an additional sum of \$1,000 be allowed to the claimants on account of legal expenses, and further informing me that you have received from Ottawa a telegram stating that Council has approved of the sums recommended for payment, and that an amount covering the same will be put in the supplementary estimates to be presented to Parliament at the present session, and will be paid to the claimants as soon as voted.

"I have the honour to inform you that I will communicate the contents of your note to our Minister at London, and I have no doubt that he will be much pleased at the result.

"In the present inquiries conducted by you, I beg to state that although officially neither my colleague nor myself could have been anything other than that of a spectator, yet personally we were much gratified by the fairness with which the inquiries were made and for the many courtesies you have shown us we desire to express to you our high appreciation and sincere thanks.

" I have the honour to be, Sir,

" Your obedient servant,

" (Sgd.) TUNG CHENG-LING.

" To Mr. MACKENZIE KING, C.M.G.,

" ROYAL COMMISSIONER, ETC.,

" VANCOUVER."

#### ACKNOWLEDGEMENT OF ASSISTANCE.

The report contains the following with reference to the assistance rendered the Commission by the claimants' counsel and by the Chinese officials:—

"I have made mention of the presence of Mr. Tung Cheng-Ling and other Chinese officials at the sittings of the Commission. Their presence was not only gratifying, as an evidence of the appreciation of the Chinese Government of the action of the Canadian Government in instituting the investigation, but was also salutary as affording to the several claimants an assurance, if any such were needed, that their interests would be fully protected before the Commission. I have pleasure in acknowledging their assistance and courtesies wherever opportunity afforded. I desire to make special mention of the important services rendered by Mr. Owyang King in the preparation of the several claims, and of the valuable assistance given the Commission by Mr. McEvoy, the able counsel who appeared on behalf of the several claimants. But for the forethought and good judgment exercised by Mr. Owyang King and Mr. McEvoy at the



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time of the riots, and in the preparation of the several claims, as well as in their presentation, the duties of the Commission would have been arduous indeed, and the time necessary for investigation considerably prolonged."

The report concluded with a reference to the opium traffic in British Columbia, concerning which information was disclosed in the course of the inquiry. A detailed statement was also given showing the amounts allowed the several claimants for actual and resultant losses.

A fuller statement on the subject of the opium traffic was subsequently issued by Mr. Mackenzie King in the form of a special report, an abstract of which appears in the next chapter.

VIII.—OPIUM TRAFFIC IN CANADA.—SPECIAL REPORT BY DEPUTY MINISTER OF LABOUR ON THE NEED FOR THE SUPPRESSION OF THE SAME.—TEXT OF LEGISLATION ENACTED.

In the report of Mr. Mackenzie King, the Deputy Minister of Labour, dealing with the settlement of the claims of the Chinese residents of Vancouver, B.C., for losses occasioned by the anti-Asiatic riots in September, 1907, attention was drawn to certain evidence given before the Commission disclosing the existence of opium manufacturing on a considerable scale in the Province of British Columbia. The Commissioner submitted that the operations of the opium industry should receive the immediate attention of Parliament and of the legislatures, with a view to the enactment of such measures as would effectually suppress the opium traffic in Canada, and wholly eradicate this evil and its baneful effects.

During the month of July a special report was presented to Parliament by Mr. King, dealing at some length with the need for the suppression of the opium traffic in Canada. It was pointed out that representations had been made on this subject to the Commissioner by the Anti-Opium League, an organization composed of Chinese residents of British Columbia. In reply, Mr. King stated that though he had no special authority to deal with the question in an official way, he would deem it a privilege as a citizen to look into the matter while in Vancouver and do his part to obtain the co-operation of the public authorities in the suppression of the evil. The League was invited to confer with Mr. King at any time for the purpose of further presenting the views of its members.

In referring to the further representations made before the Commission the Commissioner stated as follows:—

“Subsequent to the receipt of the above communication, a deputation of three from the Chinese Anti-Opium League called upon me, and strongly urged my assistance to obtain the Government's help in their efforts to discourage and prevent the manufacture and sale of opium. Mr. Tung Cheng-Ling, the attaché of the Chinese Legation at London, England, who came to Vancouver to be present at the inquiry into the Chinese claims, also spoke to me upon the subject, and expressed the hope that in the interests of his fellow-countrymen, measures might be enacted which would lead to the suppression of this vice. I promised these gentlemen that I would give the matter attention, and took occasion to make a personal investigation of the factories in Vancouver, and to visit a number of so-called ‘dens’ where opium was being smoked. I also made inquiries from reliable sources as to the extent of the practice among Chinese and other people in the Province.”

“Since my return to Ottawa,” continued the Commissioner, “I have received a communication from the Anti-Opium League, containing the following resolution passed at its last meeting:—

““Seeing that the use of opium is a social evil and the drug a destroyer of the lives of individuals and a detriment to the welfare of the community,

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the Chinese Anti-Opium League of British Columbia humbly prays that the Federal Government of Canada will decisively exercise its authority and powers to prohibit the importation, manufacture and sale of opium into Canada, so that the social, physical and moral conditions of both the Chinese and the Europeans who indulge in the use of and the abuse of the drug may in consequence, be vastly improved.' "

The Commissioner proceeded to submit facts and considerations which might in his opinion convey an adequate conception of the extent to which the traffic has developed in British Columbia, and to show how urgent is the need of prohibitory legislation.

## OPIUM TRAFFIC AT THE COAST.

" In the coast cities of Vancouver, Victoria and New Westminster," the report proceeds, " there are at least seven factories carrying on an extensive business in opium manufacture. It is estimated that the annual gross receipts of these combined concerns amounted, for the year 1907, to between \$600,000 and \$650,000. The crude opium is imported from India in cocoanut shells. It is 'manufactured' by a process of boiling into what is termed 'powdered' opium and subsequently into opium 'prepared for smoking.' The returns show that large amounts of crude opium have been imported annually, and that the value of the crude opium imported in the nine months of the fiscal year 1906-7 was greater than the value of the amount imported in the twelve months of the preceding year; the figures for these periods being \$262,818, and \$261,943, respectively.

" The factories are owned and the entire work of manufacture is carried on by Chinese, between 70 and 100 persons being employed. One or two of the factories have been in existence for over twenty years, but the majority have been recently established. It is asserted by the owners of these establishments that all the opium manufactured is consumed in Canada by Chinese and white people, but there are strong reasons for believing that much of what is produced at the present time is smuggled into China and the coast cities of the United States. However, the amount consumed in Canada, if known, would probably appall the ordinary citizen who is inclined to believe that the habit is confined to the Chinese and by them indulged in only to a limited extent.

" The Chinese with whom I conversed on the subject, assured me that almost as much opium was sold to white people as to Chinese, and that the habit of opium smoking was making headway, not only among white men and boys, but also among women and girls. I saw evidence of the truth of these statements in my round of visits through some of the opium dens of Vancouver."

The Commissioner quoted an item from a Vancouver paper referring to the appearance of two women in the police court at the time the Commission was in session and added the following comment:—

" It is almost inconceivable that such a story should have found a place on any of the court records of this country, and yet I was told by one of the leading physicians of Vancouver that he has been shocked at the number of cases of women addicted to the habit which have come to his notice in the regular course of his practice during the past year. As for the Chinese, the casual visitor to their quarter of the city may see them in numbers at any hour of the night or day indulging in and under the influence of this drug."



## PROVINCIAL LEGISLATION.

"What is hardly less surprising than the manufacture of opium," continued the Commissioner, "is that its sale should be permitted, and this, in some districts without safeguards of any kind. It is true there is provincial legislation which to appearances should restrict the sale, but for some reason best known to the authorities, it seems to be openly ignored. Sections 16 to 18 of the Revised Statutes of British Columbia, 1897, Chap. 27, contain the following provisions:—

"Section 16. No person shall, within the limits of any incorporated city or town in this province, keep open shop for the retailing, dispensing or compounding poisons, or sell, or attempt to sell any of the articles mentioned in the Schedule "A" or Schedule "B" to this Act, unless such person is registered as a licentiate of pharmacy under the Act, under the penalty set forth in section 20 in this Act."

"Section 17. Articles named or described in Schedule A or Schedule B shall be deemed to be poisonous within the meaning of the Act."

"Section 18. No person shall sell any poison named in Schedule A either by wholesale or retail, unless the box, bottle, vessel, wrapper or cover in which such poison is contained, is distinctly labelled with the name of the article and the word poison, and if sold by retail, then also with the name and address of the proprietor of the establishment in which such poison is sold; and no person shall sell any poison mentioned in Schedule to any person unknown to the seller unless introduced by some person known to the seller; and on every sale of such article the person actually selling the same shall, before delivery, make an entry in a book to be kept for that purpose in the form set forth in Schedule to this Act, stating the date of the sale, the name and address of the purchaser, the name and quantity of the article sold, the purpose for which it is stated by the purchaser to be required, and the name of the person, if any, who introduced him, to which entry the signature of the purchaser shall be affixed, under the penalty set forth in section 20 of this Act; Provided the person actually selling the poison shall be liable to the penalty mentioned in this Act."

"Schedule 'A' to the Act, to which reference is made in the above section, includes 'Opium and its preparations, except paregoric and syrup of poppies.'

"Notwithstanding these provisions, sales of opium are made daily at certain of the Chinese shops without a single precaution being taken as prescribed in section 18, and without the person making the sale being 'a licentiate of pharmacy' as required by section 16. I witnessed several individuals come and make their purchases of opium, and have in my possession at the present time a quantity of the drug which I obtained across the counter of one of these shops. The vessel containing it is without label, name or address. I was not requested to enter a signature or answer a single question, and feel quite sure that no entry of its sale was ever made.

"In the face of open violation or neglect of the law of this kind, it is not so much a matter of wonder that the evil is gaining a foothold, and that as other countries are making it increasingly difficult for the drug to be obtained in any form, its importation, manufacture and sale should be growing apace in this land. The only effective remedy is to prohibit the importation, manufacture and sale alike, and this absolutely save in so far as an exception may be necessary for medicinal purposes only."

## NEED OF DOMINION LEGISLATION.

"In enacting legislation to this end, the Parliament of Canada will not only effect one of the most necessary of moral reforms so far as the Dominion is concerned, but will assist in a world movement which has for its object the freeing of a people from a bondage which is worse than

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slavery. It is well known that the government of China, during recent years has been taking active measures to suppress the opium evil within the Chinese Empire. Referring to this action of the Chinese authorities the Times of India, of May 9, of the present year, has the following editorial reference:—

“ ‘Edicts emanating from the Chinese Government have not always fulfilled their purpose and Chinese promises have frequently fallen short of performances. There was some reason, therefore, for regarding Great Britain as quixotic in sacrificing a large portion of Indian revenue to meet the wishes of China in respect to the opium traffic. Impartial and unbiased reports from many different quarters leave no margin for doubt, however, that China is thoroughly in earnest, and that already the consumption of the drug has been greatly restricted. It is this fact that has caused opinion at home to veer round. The Chinese authorities have closed all the opium dens under their control, and it would be little short of a scandal if, after all the sympathy expressed for a people struggling to free themselves from the habit, the indiscriminate sale of opium were to be permitted in British settlements. Presumably, a clean sweep of these dens will shortly be made, not only in Hong Kong, but also in the Malay Straits and Ceylon.’ ”

“ The allusion to England’s sacrifice of Indian revenue will be understood from the following paragraph from the report of the ‘*Moral and Material Progress and Conditions of India* during the year 1906-7,’ ordered printed by the House of Commons on May 18, of the present year. At page 71, the report reads:—

“ ‘Towards the end of the year 1906, edicts were issued by the Government of China having for their object the suppression within ten years of the habit of consuming opium, and of the growth of opium, in China. Proposals were made for the co-operation of the Government of India in this object by the gradual restriction of the amount of opium exported from India to China. At the beginning of 1908 an arrangement was entered into by which the total quantity of opium (including Malwa opium) exported from India beyond seas will be limited to 61,900 chests in the calendar year 1908, 56,800 chests in 1909, and 51,700 chests in 1910. The question of making still further reductions after the year 1910 will depend upon whether China has, in the interval, effected a proportional reduction in its own production and consumption of opium.’ ”

“ In effect the step taken by the British Government, if continued, will mean an annual diminution of the Indian export of opium to China until the tenth reduction brings it to the vanishing point.”

## ACTION OF THE BRITISH GOVERNMENT.

“ The whole subject was fully discussed in a debate in the British House of Commons as recently as May 6, at which time the House adopted without a division a resolution to terminate the licensing of opium dens in the Crown Colonies, licensing having been, until recently, the method adopted of ‘regulating’ the traffic in those parts. The resolution was as follows:—

“ ‘That this House having regard to its resolution unanimously adopted on May 30, 1906, that the Indo-Chinese opium trade is morally indefensible, welcome the action of His Majesty’s Government in diminishing the sale of opium for export, and thus responding to the action of the Chinese Government in their arrangements for the suppression of the consumption of the drug in that Empire; and this House also urges His

Majesty's Government to take steps to bring to a speedy close the system now prevailing in some of the Crown Colonies, more particularly Hong Kong, the Straits Settlements, and Ceylon.'

"Colonel Seely, the Under Secretary of State for the Colonies, speaking on behalf of the Government, informed the House that on Monday, the 4th of May, the Government had telegraphed to the Governor of Hong Kong as follows:—'His Majesty's Government have decided that steps must be taken to close opium dens in Hong Kong, as they recognize that it is essential in dealing with the opium question in Hong Kong, that they must act up to the standard set by the Chinese Government.' In regard to Ceylon, a Commission which had sat had concluded its labours, and its recommendations were drastic. The Commission had recommended that the present system should be closed on the expiration of the existing license; that the importation, distribution and sale of the crude drug should be made a Government monopoly; that for every opium shop closed, the nearest Government dispensary should be made available for the distribution of the drug to habitual adult users, if they come forward to register their names, for a certain quantity to be periodically paid for in cash; that the use of the drug, except for medical purposes, should be absolutely prohibited after a definite period, and that a system of inspection should be introduced by the appointment of special officers for that purpose. The Governor of Ceylon had proposed, subject to the Secretary of State's approval, to accept and put in force all the recommendations, except that which urged prohibition after a definite time. The Secretary of State had that morning telegraphed to the Governor, sanctioning his proposals. As for the Straits Settlements, a Commission had been appointed to deal with the subject and was expected to report early in the autumn. On their report the Government proposed to take action. He could promise that in the Federated Malay States action would be taken which would lead with certainty in the direction of the ultimate extinction of the use of opium.

"During the course of the debate, the Right Honourable Sir Edward Grey, Secretary for Foreign Affairs, reminded the House that in 1901, the Secretary of State for India had declared that the Government would agree with China in any plan for the restriction of the consumption of opium brought forward in good faith, even if it caused some sacrifice and drew attention to the following decree issued by the Chinese Government on the 24th of March of the present year:—

"We have already directed by Imperial Decree, that regulations should be issued under which the use of opium, both foreign and native, should be totally suppressed within the period of 10 years. The British Government have now agreed to effect an annual reduction in the amount of opium exported to China, and other friendly powers are willing to assist. This enlightened policy on their part has greatly impressed us. Under the agreement with the British Government, the reduction of the exports is to be continued for three years, and if it is found at the expiration of that period, that China has effectively decreased the consumption and production of opium, the policy of reducing the exports will still be carried on. To allow these three years to slip by without taking measures for the abolition of the drug would be a poor return for the benevolent policy of a friendly power, and a deep disappointment to philanthropists of all nations.'

"Replying to a question in the House of Commons two days previously, Sir Edward Grey had said:—'No opium dens exist at present in any of the British concessions in China.'

"During the course of the debate on the above resolution the Right Honourable Alfred Lyttelton, former Secretary of State for the Colonies, congratulated the Government upon having taken a step which seemed to be entirely reasonable in the circumstances."



## ATTITUDE OF JAPAN.

"The attitude of Japan towards the opium evil is both instructive and profitable. To quote from a report of a committee appointed by the Philippines Commission to investigate the use of opium and the traffic therein, 'the opium law of Japan, in the words of a government official of Tokyo, is "prohibitive and effective." The opium law of Japan forbids the importation, the possession, and the use of the drug, except as a medicine, and it is kept to the letter in a population of 47,000,000, of whom 8,000 are Chinese. So rigid are the provisions of the law, that it is sometimes, especially in interior towns, almost impossible to secure opium or its alkaloids, in cases of medical necessity, and the government is determined to keep the opium habit strictly confined to what it deems to be its legitimate use, which use, even, it seems to think, is dangerous enough to require special safeguarding.'

"Article 159 of the Japanese law lays it down that any one manufacturing, having for sale, or growing opium in any form, shall be punished with penal servitude not exceeding seven years; and further, any person eating or smoking opium shall be punished with penal servitude not exceeding three years.

"In 1895 China ceded to Japan the Island of Formosa. The bulk of the population of that island is still Chinese, numbering about two and a half million. Prior to the Japanese occupation, the Formosans were not restricted in their importation and use of the drug. It was a commercial matter only. It was estimated that seven per cent. of the entire population were smokers of opium. The system adopted was one of government monopoly and the method one of 'progressive prohibition.' "

## ATTITUDE OF THE UNITED STATES.

"Strikingly similar has been the action of the United States Government in dealing with the opium evil in the Philippines. Under the Spanish law the right to sell opium for smoking and other purposes was farmed out in the various provinces to a wholesale dealer, who purchased the privileges at a public auction. In 1903 the Philippine Commission appointed the committee to which reference has been made. There were three members of this committee, one of whom, a former Canadian, was the Right Reverend Charles H. Brent, Episcopal Bishop to the Philippines. They were authorized to visit the various oriental countries to investigate the measures taken by the different governments for the purpose of suppressing the use of opium. One of the results of the investigations by this committee was the adoption by Congress in 1905, of an Act fixing a duty on crude and manufactured opium imported into the Philippine Islands, giving powers to the Philippine Commission to enact measures to restrict or prohibit the importation of opium, and providing that after March 1, 1908, 'It shall be unlawful to import into the Philippine Islands opium, in whatever form, except by the government, and for medicinal purposes only, and at no time shall it be lawful to sell opium to any native of the Philippine Islands except for medicinal purposes.' At the present time, therefore, all importation of opium into the Philippine Islands has ceased, except for medicinal purposes, and the importation for that purpose is made by the government only.

"In the United States the importation of opium by the Chinese and trafficking in opium in China by United States' citizens are prohibited by Act of February 23, 1887—an Act to provide for the execution of the provisions of Article 2 of the treaty concluded between the United States and the Emperor of China on November 17, 1880. The section of the Act forbidding the importation of opium by Chinese is as follows:—

“The importation of opium into any of the ports of the Emperor of China is hereby prohibited. Every person guilty of a violation of the preceding provision shall be deemed guilty of a misdemeanour, and, on conviction thereof, shall be punished by a fine of not more than five hundred dollars nor less than fifty dollars, or by imprisonment for a period of not more than six months nor less than thirty days, or by both such fine and imprisonment, in the discretion of the court.”

“By an Act of 1890, such opium as is manufactured in the United States is manufactured under the surveillance of officers and agents appointed by the government, and by American citizens only. They are obliged to give bonds and sureties for compliance with the many regulations of the Act. The sale of the drug is also carefully safeguarded.”

#### LEGISLATION IN GREAT BRITAIN.

“In Great Britain, opium, and all preparations of opium or of poppies are classified as ‘poison,’ and their sale is regulated by the Pharmacy Act of 1868, which makes it unlawful for any person to sell poisons unless such person is a pharmaceutical chemist, registered under the Act, and complying with the restrictions and safeguards which the law imposes.

“Other instances of legislative enactments ‘to suppress the opium evil, and to protect individuals from the baneful effects of this drug, might be given, if further examples were necessary. What is more important, however, than the example of other countries, is the good name of our own. To be indifferent to the growth of such an evil in Canada would be inconsistent with those principles of morality which ought to govern the conduct of a Christian nation.’”

#### LEGISLATION ENACTED.

Shortly after the presentation of this report, an Act “to prohibit the importation, manufacture, and sale of opium, for other than medicinal purposes,” was introduced into the House of Commons by the Honourable Rodolphe Lemieux, Minister of Labour, which passed through its various stages and received the Royal assent on July 20th.

The text of the Act, as assented to, is as follows:—

1. “Every person is guilty of an indictable offence and liable to imprisonment for three years, or to a penalty not exceeding one thousand dollars and not less than fifty dollars, or to both, who imports for other than medicinal purposes, under regulations to be established by the Minister of Customs, any crude opium or powdered opium, or who manufactures, sells, or offers, for sale, or has in his possession for sale for other than medicinal purposes, any crude opium or powdered opium, or who imports, manufactures, sells, or offers for sale, or has in his possession for sale opium prepared for smoking.”

“2. It shall not be an offence under Section 1 of this Act to sell or offer for sale, or have in one’s possession for sale for other than medicinal purposes, opium in any of the said forms within six months after this Act comes into force, provided such opium is deposited in a Customs bonded warehouse for export under regulations to be established by the Minister of Customs.”

## IX.—THE OPIUM TRAFFIC IN THE EAST.—THE INTERNATIONAL OPIUM COMMISSION AT SHANGHAI.

The preceding chapter of the present volume has set forth the circumstances under which was brought to light the existence in Canada of a traffic in opium, the discovery being made in the course of an enquiry held before Mr. W. L. Mackenzie King, then Deputy Minister of Labour, into the claims of Chinese residents of Vancouver, B.C., on account of losses sustained during the anti-Oriental riots in that city during September, 1907.

Mr. King presented a special report on this subject which contained recommendations looking to the abolition of the traffic, and the recommendations were the basis of a bill which was enacted at the session of Parliament then in progress.

Some time subsequent to these proceedings the Dominion Government was requested to nominate a representative of Canada on the delegation which the British Government intended sending to an International Opium Commission called to meet at Shanghai in February, 1909, and in November, Mr. Mackenzie King was, on the nomination of the Dominion Government, appointed a member of the delegation. Mr. King, it should be remarked, had in the meantime ceased to be Deputy Minister of Labour, having in September, 1908, resigned his connection with the Department with a view to entering public life, and had been subsequently elected a member of the Dominion Parliament.

The following countries were represented on the Commission, viz., Great Britain, the United States, Germany, France, Russia, the Netherlands, Portugal, China, Japan, Siam, India and Canada.

Five commissioners were appointed by the British Government as follows, namely, The Right Honourable Sir Charles Cecil Clementi Smith, G.C.M.G., formerly Lieutenant-Governor and Colonial Secretary of Ceylon and Governor and Commander-in-Chief of the Straits Settlements, and who had served on a number of important British Commissions in Europe and the Far East; Sir Alexander Hosie, F.R.G.S., Consul-General for the province of Szechuen since 1902, and Acting Commercial Attaché of the British Legation at Peking; Mr. W. L. Mackenzie King, C.M.G., Member of the Canadian House of Commons; Mr. J. Bennet Brunyat, of the Civil Service, India; and Mr. R. Laidlaw, Member of the British House of Commons.

On behalf of the United States, the President of that country appointed as Commissioners, The Right Reverend Charles H. Brent, Missionary Bishop of the Philippine Islands; Dr. Hamilton Wright, well known in medical and scientific circles; and Dr. Charles D. Tenney, Secretary of the American Legation at Peking.



## NATURE AND OBJECT OF COMMISSION.

This world-commission was proposed in the first instance, it is understood, by the Government of the United States, and the proposal was made that the Commissioners of the several countries when assembled in China should conduct a joint and impartial investigation into the scientific and material conditions of the opium trade and habit in the Far East which affect the possessions and direct interests of the several countries in that part of the world. The representatives of each nation participating in the proceedings were expected to be in a position, when the conference assembled, to report independently on the opium question on behalf of their respective countries, with a view to devising means to limit the use of opium in the territories or possessions of such countries and to ascertain the best means of suppressing the opium traffic wherever it exists. It was understood that when the Commission met in Shanghai, the representatives of the various powers would be prepared to co-operate and to offer jointly and severally, definite suggestions of measures which their respective governments might adopt for the gradual suppression of the opium cultivation, traffic and use, thus assisting China in her effort to eradicate the evil from her empire. The individual Commissions, it was expected, would inform the General Commission when it met at Shanghai as to the regulations and restrictions in force at present in their respective countries or possessions, and would be prepared to formulate and discuss proposals for amending such regulations in points in which they may be found, in the course of the joint enquiry, to affect the production, commerce, use and disadvantages of opium in the Far East.

It will be seen that the Commission was to be of a character which would entitle it to take rank among the largest and most important which the world has known. It is doubtful, in fact, if there has ever been a gathering of the kind in which the empires of the east and the west have been brought into such intimate association.

The meeting of the Commission was originally fixed for January 1, 1909, but the sudden deaths of the Emperor and Dowager Empress of China late in the month of November occasioned a postponement of its proceedings for a month.

Mr. King sailed from New York on December 16, reaching England on December 22. The Commissioner spent some days in England discussing with the various governmental authorities concerned, at their request, certain aspects of the Oriental immigration question with which he had become familiar by reason of the different investigations and missions relating to that subject conducted by him while Deputy Minister of Labour. He proceeded from England to India and thence to Shanghai, the place of meeting of the International Opium Commission. While in India, Mr. King took advantage of the opportunity to investigate some phases of the question of immigration from that country to Canada and to discuss the same with the authorities of India.

From official reports of the Opium Commission which have been received in the Department, a brief statement of the proceedings at Shanghai, so far as they may be of special interest to Canada, has been prepared.

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The Commission opened on February 1 and continued from day to day until February 26, the Right Rev. Dr. Brent, Bishop of the Philippines and Chief Commissioner from the United States presiding. Bishop Brent, it may be mentioned, is himself a native of Canada and a graduate of Trinity University, Toronto.

## PRESIDENT'S OPENING ADDRESS.

The exact nature of the Commission and the spirit in which it approached the opium problem are, perhaps, best shown in the following sentences from Bishop Brent's opening address:—

"It devolves upon me to pronounce with emphasis that this is a Commission, and to those who are informed—as all of you must be in matters that pertain to International affairs of this kind—a Commission is not a Conference. The idea of a Conference was suggested, but it seemed wise to choose this particular form of action rather than a Conference, because, for the present, at any rate, we are not sufficiently well informed, and not sufficiently unanimous in our attitude, to have a Conference with any great hope of immediate success. Further, this Commission is a temporary Commission as distinguished from some of the permanent Commissions already in existence, and if we were to look for the source of our origin, I think we would find it in the articles of the Second Hague Conference, which provides for such International Commissions of Inquiry where points of difference on matters kindred to that which is before us arise between the Powers. So that in all our deliberations and in all our committee work, we must bear in mind that we are to confine ourselves to facts that will enable us to reach, I trust, certain unanimous recommendations of a practical, broad and wise character in connection with those resolutions. But, if I may be permitted to make a suggestion to this assembly, it seems to me that it would be extremely wise if we were to rule out of our deliberations what might be termed useless historical questions beneath which a great deal of controversy lies hidden, and which would only tend to fog the issue. The one way to reach a satisfactory solution of a grave problem is to simplify, as far as possible, the elements of that problem, and I believe that history bears me out when I say that no great question has ever been satisfactorily settled until men have come to a realization of the fact that purely side issues, and controversial matters which do not touch the main question, must be set aside and ignored. They may be of interest, but they are of no practical importance and, indeed, are impediments in the actual working out of the main question.

"I feel that I am speaking not merely for myself and my colleagues on the American Commission, but for this entire distinguished assembly, when I say that we are here to do such work as will bring the utmost credit to our respective countries and the utmost benefit possible to mankind. We must study this question in its every aspect—moral, economical, and commercial, diplomatic also, if you will—and we must study it, as I have already said, with those two phases of courage which will bring us to a happy conclusion of our labours—with sincerity and thoroughness."

## THE CANADIAN DELEGATE'S REPORT.

During the proceedings reports were presented on behalf of the various countries represented. That presented by Mr. Mackenzie King set forth the position of Canada with regard to traffic in opium and morphine respectively

and gave figures showing what had been the extent of the traffic in these two extracts during a number of years previous. In the case of opium it was shown that by the statute enacted on July 20, as stated in the preceding chapter, the importation, manufacture, and sale of opium for other than medicinal purposes had been prohibited under heavy penalties. The amount of crude opium imported into Canada during the five years less 3 months ending March 31, 1908, was 322,797 lbs., valued at \$1,290,688; of powdered opium there had been imported in the same period 12,454 lbs., valued at \$38,883. There had been a tendency to increase; the imports for the last of the five years named being 40 per cent. higher than those for the first year of the period. The revenue derived from opium imports during the period named had amounted to \$267,364.

In the case of morphine the report mentioned that during the same session of the Dominion Parliament at which was passed the Act suppressing the opium traffic was enacted an Act making stringent regulations governing the importation, manufacture or sale of proprietary or patent medicines. The statistics adduced showed that during the five years (less three months) ending March 31, 1908, the amount of morphine imported into Canada reached 19,629 ounces.

#### RESOLUTIONS OF THE COMMISSION.

The following resolutions were adopted as a result of the deliberations of the Commission:—

#### *Be it Resolved:*

1. THAT the International Opium Commission recognizes the unswerving sincerity of the Government of China in their efforts to eradicate the production and consumption of opium throughout the Empire; the increasing body of public opinion among their own subjects by which these efforts are being supported; and the real, though unequal, progress already made in a task which is one of the greatest magnitude.

2. THAT in view of the action taken by the Government of China in suppressing the practice of opium smoking, and by other Governments to the same end, the International Opium Commission recommends that each delegation concerned move its own Government to take measures for the gradual suppression of the practice of opium smoking in its own territories and possessions, with due regard to the varying circumstances of each country concerned.

3. THAT the International Opium Commission finds that the use of opium in any form otherwise than for medical purposes is held by almost every participating country to be a matter for prohibition or for careful regulation; and that each country in the administration of its system of regulation purports to be aiming, as opportunity offers, at progressively increasing stringency. In recording these conclusions the International Opium Commission recognizes the wide variations between the conditions prevailing in the different countries, but it would urge on the attention of the Governments concerned the desirability of a re-examination of their systems of regulation in the light of the experience of other countries dealing with the same problem.



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4. THAT the International Opium Commission finds that each Government represented has strict laws which are aimed directly or indirectly to prevent the smuggling of opium, its alkaloids, derivatives and preparations into their respective territories; in the judgment of the International Opium Commission it is also the duty of all countries to adopt reasonable measures to prevent at ports of departure the shipment of opium, its alkaloids, derivatives and preparations, to any country which prohibits the entry of any opium, its alkaloids, derivatives and preparations.

5. THAT the International Opium Commission finds that the unrestricted manufacture, sale and distribution of morphine already constitute a grave danger, and that the morphine habit shows signs of spreading; the International Opium Commission, therefore, desires to urge strongly on all Governments that it is highly important that drastic measures should be taken by each Government in its own territories and possessions to control the manufacture, sale and distribution of this drug, and also of such other derivatives of opium as may appear on scientific enquiry to be liable to similar abuse and productive of like ill-effects.

6. THAT as the International Opium Commission is not constituted in such manner as to permit the investigation from a scientific point of view of anti-opium remedies and of the properties and effects of opium and its products, but deems such investigation to be of the highest importance, the International Opium Commission desires that each delegation shall recommend this branch of the subject to its own Government for such action as that Government may think necessary.

7. THAT the International Opium Commission strongly urges all Governments possessing Concessions or Settlements in China, which have not yet taken effective action toward the closing of opium divans in the said Concessions and Settlements, to take steps to that end, as soon as they may deem it possible, on the lines already adopted by several Governments.

8. THAT the International Opium Commission recommends strongly that each delegation move its Government to enter into negotiations with the Chinese Government with a view to effective and prompt measures being taken in the various foreign Concessions and Settlements in China for the prohibition of the trade and manufacture of such anti-opium remedies as contain opium or its derivatives.

9. THAT the International Opium Commission recommends that each delegation move its Government to apply its pharmacy laws to its subjects in the Consular districts, Concessions and Settlements in China.

## X.—REPORT OF ROYAL COMMISSION ON INDUSTRIAL DISPUTES IN COTTON FACTORIES IN THE PROVINCE OF QUEBEC.

Mr. W. L. Mackenzie King, Deputy Minister of Labour, was appointed during June, 1908, a Royal Commissioner to investigate the conditions of the cotton industry in the Province of Quebec with special reference to the frequent interruption of work in that industry as a result of strikes and lockouts. There had been from these causes during the earlier portion of the summer of 1908 a heavy loss of employment to the operatives of the cotton mills of the Province of Quebec and the relations between the cotton companies and their employees seemed not to be such as offered hope of speedy improvement in conditions.

The Order-in-Council appointing the Commission and setting forth the duties of the same bore date of June 29 and was as follows, viz. :—

“On a memorandum, dated May 27, 1908, from the Minister of Labour, representing that during recent years frequent industrial disputes have arisen in the cotton factories of the Province of Quebec, which have occasioned severe losses to both employers and employees, and have seriously affected the general welfare of the localities particularly concerned;

“That many of the cotton mills have lately reduced the wages of the employees, as a consequence of which, it is estimated there are at the present time, about six thousand operatives unemployed, either directly or indirectly in consequence of a strike or for other causes;

“That with a view to the establishment of more harmonious and satisfactory relations between employers and employees in this industry, it is advisable that an inquiry be made into and concerning such disputes and the nature and causes thereof;

“That the manufacture of cotton not being an industry in the nature of a public utility, an investigation under the provisions of the Industrial Disputes Investigation Act, 1907, cannot be conducted without the consent of both employers and employees, which joint consent has not been obtained.

“The Minister therefore recommends that it be referred to William Lyon Mackenzie King, C.M.G., Deputy Minister of Labour, as Commissioner under the provisions of Part 1 of Chapter 104 of the Revised Statutes of 1906, commonly called ‘The Inquiries Act,’ to hold and conduct such inquiry, with all the powers conferred therein upon commissioners, and that the said William Lyon Mackenzie King be allowed the amount of his actual and necessary disbursements in the execution of the said Commission.

“The Minister further recommends that the Commissioner have the right to determine the manner of conducting the proceedings in respect of such inquiry, and to make inquiries and investigation concerning the relations between employers and employees in the same or kindred industries in industrial centres other than those immediately affected with a view of making such recommendations as in his opinion may serve to promote amicable relations between employers and employees and to minimize the frequency and magnitude of industrial disputes in this industry.

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"The Minister further recommends that the Commissioner be authorized to employ a stenographer for the purpose of taking down and recording the evidence, and to have such other assistance as in the opinion of the Minister of Labour may be necessary to have the inquiry conducted as thoroughly and expeditiously as possible, and that the Commissioner report to the Minister of Labour the evidence and proceedings, together with such opinions as he may see fit to express thereon."

The Commission to Mr. Mackenzie King was issued under the same date. The Deputy Minister of Labour was, at the time, in Vancouver, B.C., conducting the enquiry under Royal Commission into the losses sustained by Chinese residents of that city on the occasion of the anti-Oriental riots of September, 1907. This enquiry and certain departmental duties requiring attention occupied Mr. King until July 15 when the present enquiry was undertaken. The report of the Commissioner, bearing date of September 15, was laid on the table of the House of Commons on Monday, January 25, 1909, by the Minister of Labour.

The report shows that the enquiry before the Commissioner commenced on July 15 at Montreal, continuing with brief intermissions variously at that city, Valleyfield, Que.; and Magog, Que., until August 8.

The Commission also visited the mills of the Dominion Textile Company at Montmorency.

The evidence of fifty-six witnesses was taken before the Commission, the number including the managers and chief officers of the Dominion Textile Company and the Montreal Cotton Company, twelve superintendents and overseers, the leading union officials, twenty-three male operatives and nine female operatives. One of the chief factory inspectors of the Province was also examined.

The Commissioner pointed out in his report that the proceedings were materially shortened by the action of the officials of several companies in filing with the Commission detailed statements the accuracy of which was duly attested, showing salaries paid, rates of wages and hours of employment, and changes and hours during previous years, also statements showing the number of operatives employed and the causes and results of industrial disputes during the present, and previous years. Mr. Mackenzie King remarks that there was on the salient features of the inquiry very little conflicting testimony, and the prolongation of the inquiry would therefore have tended only to confirm testimony already given.

The Commissioner stated that frequent reference being made by both employers and employees to the conditions relating to the cotton industry of the United States it was considered desirable, with a view to securing accurate information, as well as for the purpose of comparison, to visit some of the larger cotton mills in that country, and during the month of August, Mr. King visited mills in Lowell, Mass., and Fall River, Mass., of a class similar to those in Canada. Mr. King was allowed personally to inspect these establishments, and had many valuable interviews with leading representatives of the industry. The Commissioner also conferred with officials of the State Bureaus of Labour in Massachusetts, New York and New Hampshire concerning the legislation and industrial conditions in these States as they affected cotton operatives.



The parties interested followed the proceedings of the Commission closely from day to day, it is stated, and were represented by their counsel. Mr. J. H. Montgomery appeared for the Dominion Textile Company and the Montreal Cotton Company, the two corporations controlling the cotton mills in the Province of Quebec. The operatives were divided into two groups through a division existing at the time in their ranks, each group being represented by its own counsel, the two counsels being Messrs. P. R. DuTremblay and J. C. Dumbray. The examination of witnesses was conducted by the different counsel and by the Commissioner.

Mr. King acknowledges "the helpful services rendered by Mr. Francis W. Giddens, as secretary, and Mr. Victor DuBreuil as interpreter." "The efficient manner," he adds, "in which these officers of the Department of Labour discharged their respective duties greatly facilitated the work of the Commission."

#### THE COTTON INDUSTRY OF CANADA.

The Commissioner devoted the earlier portion of his report to a general statement of the result of his investigations regarding the extent of the cotton manufacturing industry in Quebec, the various establishments being named and details as to their respective strength being set forth as follows:—

"With the exception of the Wabasso Cotton Company, Ltd., of Three Rivers, and the Mount Royal Spinning Co. of Montreal, both of which have been organized within the past year, but have not yet commenced active operations, the cotton factories of the Province of Quebec are owned and controlled by either the Dominion Textile Company, Ltd., or the Montreal Cotton Company, Ltd. The latter corporation is the older of the two, having been formed in 1888. Its head offices are located at Montreal, and its mills, when working under normal conditions, employ about 2,500 operatives, of whom over 1,500 are males and about 1,000 females. The Dominion Textile Company was organized on January 4, 1905, and subsequently took over the management of the Dominion Cotton Mills Company, The Merchants Cotton Company, The Montmorency Cotton Mills Company, and the Colonial Bleaching and Printing Company. Its head offices are also at Montreal, and it has mills at St. Henri, Hochelaga, St. Ann's, Magog and Montmorency. Employment is given in normal times to over 5,000 operatives, of whom between 2,500 and 3,000 are males and between 2,000 and 2,500 are females. During May of the present year, these operators were distributed between the several mills as follows: Merchants, St. Henri, 1,366; Colonial, St. Henri, 181; Hochelaga, 1,098; St. Ann's, 409; Magog, 548; Magog Print Works and Mechanical, 377; Montmorency, 1,055, making the total number of employees, 5,044.

"The other cotton manufacturing companies in Canada are: The Canada Colored Cotton Company, with mills at Cornwall, Hamilton, Marysville and St. Croix; the Cornwall and York Cotton Company, with mills at St. John, N.B.; the Hamilton Cotton Company, with mills at Hamilton; the Imperial Cotton Company, with mills at Hamilton; the Cosmos Cotton Company, with mills at Yarmouth, N.S.; the Mount Royal Spinning Company, a new company just organized at St. Henri in March, 1907; Wabasso Cotton Company, Three Rivers (recently organized). Of these the Dominion Textile Company controls the mills at Moncton, employing in May, 1908, 255 hands; the mills at Windsor, employing 195 hands; the mills at Kingston, employing 267 hands, and the mills at Halifax, employing 245 hands.

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"The Dominion Textile Company employs in all over 6,000 hands, of which number more than half are males.

"According to the last Dominion census (1901) the total number of persons employed in the cotton manufacturing industry in Canada was 11,882, of which number 6,615, or more than half, were employed in the Province of Quebec."

## ORGANIZATION AMONG COTTON WORKERS.

Considerable attention was next given to the question of organization among the cotton mill employees, the nature of the different organizations effected and their attitude towards the companies. The historical side of the question was dealt with in some detail. Reviewing, in outline, the history of trade unionism in the cotton industry of Canada, the Commissioner points out that, in a period of a less than a decade, some of the operatives had belonged to organizations as follows:—

"1. A local organization embracing in its membership not merely operatives of a particular class, but persons of various trades and callings.

"2. The National Trades and Labour Congress, unlike the Knights of Labour and the Dominion Trades and Labour Congress, in that its members belong to locals with no international affiliations; unlike the Knights of Labour, but like the Dominion Congress in that the membership of the several locals is made up of persons belonging to a particular trade.

"3. The United Federation of Textile Workers of America; an international federation restricted to operatives in the textile trades.

"4. The Federation of Textile Workers of Canada; an organization the membership of which is likewise restricted to operatives in the textile trades, but which confines its membership to persons resident in the Dominion.

"5. The International Spinners' Union of America, an organization which is limited in its membership to one particular class of operatives, but international in its jurisdiction.

"6. The Union Amicale, a local organization differing from the recognized trade union in that it admits to membership certain of the companies' officials, and which from its constitution would appear to partake rather of the nature of a benefit society than a regular trade union.

The Commissioner dealt at some length with the incident of the establishment of the Federation of Textile Workers of Canada in 1907, and the differences which sprang up among the leaders of the Federation in the spring of 1908.

## CAUSE OF DISPUTE OF 1908.

It was while these differences were a subject of discussion that on April 25, 1908, the companies announced their intention to effect, on May 4, a reduction of 10 per cent. in the wages of all operatives. A considerable difference of opinion arose between the two factions of the employees as to the attitude to be assumed on this reduction; one group favouring an acceptance, another group opposing. There had been a good deal of short time during the preceding winter, and the Commissioner pointed out that a reduction in the wages rate following this seemed to the operatives a hardship amounting to injustice, "the keen sense of which was not lessened by public statements of

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the Company in which substantial dividends and accounts of business extension reflected the prosperity of the preceding year." Strikes and lockouts followed, in the course of which from 5,000 to 6,000 employees were affected, and a total loss of 133,000 to 134,000 working days entailed. With respect to the responsibility for this particular strike the Commissioner remarked that investigation had convinced him that it should be divided between the employers and the leaders of the Federation itself. The division in the ranks of the Federation found expression before the Commission in the appearance of separate counsel representing each of the contending factions.

"With the Union Amicale as a third element, the differences between the workers were presented before the Commission from three different points of view, with the result that a major part of the testimony had to do with the antagonisms of the contending factions within the ranks of the workers, and only secondarily with such grievances as were of common concern or had an immediate bearing upon the conditions of employment.

"What the membership in these several organizations has been and what the membership is among such of these organizations as are still existing," observed the Commissioner further on, "is a matter on which the estimates presented to the Commission varied so widely that it would be dangerous to hazard an opinion. It was admitted that membership in the several organizations had been considerably reduced in consequence of the division and dissension, as well as unemployment occasioned by the strike and depression in the trade. As the parties themselves were averse to making public the membership as given in exhibits filed before the Commission, it may be as well to make no reference to numbers here."

#### COMPANIES' METHODS OF PROCEDURE.

The Commissioner particularly criticized, so far as the companies are concerned, the manner in which employees were informed of the intended reduction in wages, namely, by the following notice posted in the several mills on Saturday, April 25:—

#### MERCHANTS' BRANCH.

"A reduction of 10 per cent. in wages of all employees will go into effect on the 4th of May, 1906.

"DOMINION TEXTILE COMPANY, LIMITED.

"*Merchants' Branch.*"

"A little conferring and explanation," remarked the Commissioner, "an attitude at least of understanding, to say nothing of possible concessions or alternatives, might have gone far towards avoiding the rupture which occurred. On the other hand the very circumstances which demanded consideration on the part of the employers placed a double responsibility on the labour leaders. . . . It is a question of ethics just how far, all facts considered, the companies were right in saddling on the operatives, to the exclusion of all other alternatives, the cut which it was necessary to make to save the dividends. A glance at the salaries paid to overseers, superintendents and other officers of the companies show these to be generous enough. . . . There can be no doubt that a recognition of the fact that the depression was temporary, that the cause was one for which the operatives were no more responsible than others connected with the industry, and a willingness to share all along the line in the temporary misfortune which



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had overtaken the trade would have altered the situation at once, and would have been equitable in the highest degree. This is a kind of business morality which may not be generally practiced. It is, however, fortunately enough, not without instances in this country."

The Commissioner illustrated this last point by a quotation from evidence given by Mr. S. W. Robbins, the Manager of the New Vancouver Coal Mining and Land Company, before the Royal Commission on Labour Disputes in British Columbia in 1903, and added that as a consequence of this method of dealing with his employees, Mr. Robbins had not one strike during the 21 years of his management of the mines of the Company named.

The Commissioner pointed out that the operatives attributed the granting of a number of increases in 1906 and 1907, full details with regard to which are given, solely to the efforts of their organization, without reflecting that the prosperous condition of the industry in those years was a large factor in the situation. They were accordingly the less inclined to accept a reduction when conditions warranted, and to think that united resistance might prevent a lowering of the scale.

## EFFECTS OF TARIFF ON COTTON INDUSTRY.

Referring to the effects of the tariff on the cotton industry, the Commissioner remarked:—

"That the tariff, apart from the present temporary depression with which it was admitted to have had nothing to do, was not in any way responsible for the falling off in trade in the cotton factories of Quebec, or the consequent recent reduction in wages, is abundantly proved from the statements of the head officials of the companies, and the annual reports of the directors."

Various extracts from these statements were cited by the Commissioner, who added:—

"The evidence as a whole proves conclusively that under the existing tariff the cotton manufacturing companies of the Province of Quebec have until the present depression set in, enjoyed prosperous years, that the tariff has been in no way responsible for the depression, which has been world-wide and greater in England and the United States than in Canada, that until the depression set in so prosperous were conditions that the effects of foreign competition were not felt. At most all that can be said of the lowering of the tariff, so far as the actual experiences of the cotton mills of Quebec is concerned, is that during this period of temporary depression, it has caused the effects of competition to be felt sooner than they otherwise would have been, whereas at other times it has not been such as to cause those engaged in the industry to feel the effects of foreign competition, and has been an undoubted benefit to the consumer."

## EMPLOYMENT OF WOMEN AND CHILDREN.

Several pages were devoted by the Commissioner to a discussion of the conditions of labour in the cotton mills of Quebec as they affect women and children, and strong representations were made regarding the employment of children under age. The remarks of the Commissioner on this subject were as follows:—

"During the inquiry a considerable amount of evidence was given with reference to the employment of women and children in the cotton mills of Quebec. While it does not appear that the employment of women and children has been made the subject, save indirectly, of industrial disputes of any importance, a consideration of this class of employment would seem to come very properly within the scope of an inquiry which has to do with the conditions of employment of operatives and the important question of wages and hours with which most of the disputes have been concerned. The existing scale of wages is the result of competition amongst the operatives, and the most important elements in this competition are female and child labor. It has been shown that of the operatives employed in the Quebec Cotton Mills, 42.3 per cent. are females, and 26.6 per cent. are persons under 18 years of age. As to the hours of labour of these two classes it was asserted that in normal times under normal conditions, work would begin on week days at 6.15 a.m. and continue till 12 noon, resume at a quarter to 1, and continue till 6, with the exception of Saturday, when there was work only in the morning. It was stated by many of the witnesses, and the accuracy of the statement was not challenged, that operatives were obliged to be at their places of work a little before the time fixed, though a like practice did not exist in regard to leaving it. This is a work week of 60 hours and over. In Massachusetts, where the large cotton mills of Lowell and Fall River are situated, the hours of labour of women and minors are 58 per week, and by an amending Act approved on June 13, 1908, to come into effect January 1, 1910, the number of hours for women and minors in Massachusetts will be reduced to 56 per week, except in certain establishments and under certain conditions, but in no case to exceed 58. In the State of New Hampshire also, the hours of labour for women and minors are fixed at 58 per week. A reduction of hours of labour to this maximum for similar classes of operatives in Canada would appear to be desirable on both economic and humanitarian grounds, and in this connection it would seem important that the law should leave no doubt as to the total number of hours to be worked in any one day.

#### THE QUEBEC LAW.

"The section of the Quebec Statute which relates to hours of employment is as follows:

"3025. 'Except in the case mentioned in article 3026, no boy under eighteen years of age, and no child, girl or woman shall be employed in any of the establishments, mentioned in article 3020, for more than ten hours in one day or for more than sixty hours in any one week. Any employer may apportion the hours of labour per day for the sole purpose of giving a shorter day's work on Saturday.

"'One hour shall be allowed at noon each day for meals, if the inspector so directs, but such hour shall not be counted as part of the time herein limited as respects their employment.

"'The day of ten hours mentioned in this article shall not commence before six o'clock in the morning nor end after nine o'clock at night.

"3026. 'The inspector, for sufficient reasons given to him, and in order to make up lost time or to satisfy the exigencies of the trade, may, for a period not exceeding six weeks, extend the time of employment of children, girls and women to twelve hours in a day, or seventy-two hours in a week, provided that the day shall not commence before six o'clock in the morning, nor end after nine o'clock in the evening, in the following cases:

"(a) 'When any accident, which prevents the working of any industrial establishment, happens to the motive power of machinery, or

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“(b) ‘When from any occurrence beyond the control of the employer, the machinery or any part of the machinery of any industrial establishment cannot be regularly worked; or

“(c) ‘When any stoppage occurs from any cause whatsoever.’

“It was maintained by the companies, and their opinion was shared by the factory inspector who appeared before the Commission, that this gave the company the right to so adjust the working hours on each day that the total working time in a week would not exceed 60 hours. Clearly such an interpretation gives the right should the employers decide to work only five days in the week, to make the hours 12 per day, or 15 per day, should it be decided to work only 4 days, a possibility which could never have been intended. The maximum working hours in any one day should be definitely stated and the statute should be so worded as to leave no doubt as to its intention.

## GENERAL CONSIDERATIONS INVOLVED.

“In determining what the maximum number of working hours should be economic considerations alone demand that a full regard should be had for the effects of long and continuous employment, whatever its nature upon the constitution of women, and their place in the social economy of a nation. Excessive work bequeaths a legacy of weakness or disability to those who directly or indirectly are affected by it. In the upbuilding of a nation this is a factor which cannot be too constantly kept in mind.

“Similarly the employment of children and young persons, whether male or female, cannot be surrounded by too many safeguards. It is distressing to be obliged to record that though the minimum age at which children can be employed is fixed by the Quebec law at 14 years, several children were brought before the Commission from among those working in the mills who admitted that they had entered upon employment under the legal age. Some of these children were so immature and ignorant that they were unable to tell the year of their birth, or their age. One little girl did not know the meaning of the word ‘holiday,’ and when it had been explained to her, stated that the only holiday she had known were Christmas and Epiphany. She had never received a week’s vacation.

“One or two of the children admitted that they knew their parents had made false declarations as to age, and that they had been told by their parents to say what was untrue, when questioned on the point.

“There can be no two views as to the attitude which should be assumed towards such a condition, nor as to the kind of legislation which it demands. The employment in factories of children under 14 years of age should be made absolutely impossible, and a law no less imperative requiring their attendance at school between the ages of 10 and 14 years should be enacted. In Massachusetts the law requires that a child must be 14 years of age, and a certificate is obtained from the clerk of the city as to his ability to read and write. If illiterate, he must be 16 before he can be employed, and children who wish to gain admission to a factory must first obtain a certificate of age and ability to read and write the English language from the school superintendent or member of a school committee. Some such arrangement which would remove from the parties interested in the contract whether parents or employers, the possibility of making or accepting false declarations, and as would place the responsibility as to age certificates upon those chosen representatives of the people, or officials whose duty it is to guard the welfare of the State, would seem to be the most effective manner of dealing with the situation. It is gratifying to be able to state that the heads of the companies concerned expressed themselves as much surprised at the



fact that child labour was being employed contrary to law, and took immediate steps to rectify this abuse. Mr. S. H. Ewing, the President of the Montreal Cotton Company, said he had inquired particularly to find out if there was any child labour in the mills, and that he was very much surprised to learn that there was; that if anything of the kind were going on, it was very much against his will and that of the Board of Directors. Mr. Simpson said that his company was careful to see that each child was obliged to bring a certificate from the parents or guardian, stating that he or she was at least 14 years of age, and that there were only two cases he knew of where children were under age, though there might be others where parents had given false certificates, and that in the two cases mentioned there were justifiable circumstances. It is unreasonable to suppose that any other than the most selfish and callous-hearted of individuals would knowingly permit an abuse of this kind to continue, and would not welcome such action on the part of the State as would put its continuance beyond the bounds of possibility. If Canada is to have a hardy and intelligent body of producers, on which primarily her industrial position among the nations of the world will depend, she cannot view with too much caution all those factors which go to the making of a nation's manhood, and of these none are of like importance to the health and well-being of the mother and the child. Opportunity for rest and recreation is the least that society can secure to those who are helping to carry the industrial burden, and this demands a limitation of the total hours of labour by day or week, an absolute prohibition of overtime, and a period of vacation in every year."

#### RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

The Commissioner made the following suggestions with regard to the betterment of relations between employers and employees in the industry:—

"As to a plan whereby the relations between employers and employees in this industry may be improved and industrial differences between them averted, I would invite attention to a consideration of some such arrangement as came to my notice during the investigation of conditions in the United States, the effectiveness of which arrangement has been duly tested by the severe strain of the present year, and received the hearty commendation of both employers and employees. I mean the system of an automatic adjustment of wages based upon a joint agreement between employers and employees such as exists at Fall River between the Association of Employers and the Textile Council, an association representative of the several unions to which the operatives belong. This plan was worked out as a consequence of a large strike which took place four years ago, and was the outcome of a recognition on both sides of the folly of industrial war as a means of securing industrial peace. I cannot do better than quote from the *Massachusetts Labour Bulletin* of June and July, which sets forth the nature and workings of the arrangement in an article dealing with the reduction in wages of the present year. Incidentally, the article is also of great value as showing how parallel are conditions in the United States to conditions in Canada, and as showing that the recent reductions in wages in Canada which occasioned the strike of May last have not been due to any peculiar severity on the part of Canadian employers, or tariff or other special conditions, but have been part of a general trade depression in which this country, for obvious reasons, has had to share.

"At a conference held May 19 between committees of the Fall River Textile Council and the Cotton Manufacturers' Association to determine the scale of wages to be paid during the six months from May 26, 1908, to Novem-

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ber 26, 1908, the margin figures of the preceding six months were gone over, and the resulting reduction in wages was computed to 17.94 per cent. This is the heaviest reduction that has ever been made at one time in the history of Fall River, the nearest approach to it being a reduction made September 11, 1893, amounting to 14.28 per cent.

"Yet on May 20, the Textile Council, representing officially and unofficially some 25,000 operatives, demonstrated the ability of this great body of workers to stand by their contract by accepting, without a dissenting voice, the report of the committee, which recommended that the reduction of wages resulting from the operation of the agreement in force between the organizations of mill employees and their employers be adopted.

"The wage agreement accepted on May 3, 1907, and now in force, provides:—

"Clause 1. That 21.78 cents per cut shall be the recognized standard price for a margin of 95 points based on the cost of eight pounds of middling upland cotton and the selling value of 45 yards of 28-inch 64 x 64 print cloth and 33.11 yards of 38½-inch 64 x 64. Quotations from New York Journal of Commerce shall be considered authority.

"Clause 2. Wage agreements shall be binding for six months, beginning the last Monday in May and November of each year, based on the average margin for the previous six months.

"Prices for weaving shall be as follows:—

"With a margin of 115 points, 23.96 cents; 110 points, 23.42 cents; 105 points, 22.87 cents; 95 points, 21.78 cents; 85 points, 20.69 cents; 80 points, 19.66 cents; 75 points, 18.68 cents; 72 1-2 points, 18 cents.

"Wages in all departments other than weaving shall be adjusted on the same basis; 23.96 cents, with a margin of 115, shall be the maximum; and 18 cents, with a margin of 72 1-2, shall be the minimum rate paid for weaving.

"Clause 3. If at any time either party to this agreement should desire to make a change, at least three months' notice shall be given by the party desiring the change prior to the expiration of the existing six months' contract.

"It can be said that the wage agreement has met and passed successfully its first real test, for the operatives have shown their faith in the fairness of the system, even though the results may be decidedly unfavorable to them, as in the present instance.

## AUTOMATIC WAGE ADJUSTMENT.

"*This system of an automatic adjustment of wages* was carefully devised as a result of previous experiments, for the purpose of giving the operatives as high a rate of wages as business conditions would allow, and the success which the system has had in its first crisis argues well for the peaceful settlement of wage scales in Fall River, and it is to be hoped will result in the abolition of intermittent demands by operatives on the manufacturers and long resultant controversies.

"The praiseworthy spirit shown by the operatives in keeping their agreement and submitting to this heavy cut in their wages is reflected in the following extract from the report presented to the operatives by James Tansey, president of the Fall River Textile Council:—

"We, the members of the Textile Council, regret that such conditions have arisen which should call for the reduction in wages as stated in the agreement, and while we realize that the reduction is a steep one, we hope and feel that you will not lose sight of the fact that it is being taken from the highest rate of wages that has ever prevailed during the life of the Textile Council, and for many years previous to its existence. It is safe to say that



we can go back at least 35 years, and then only under the most exceptional conditions can a comparison be made.

“ ‘ It should not be necessary to remind you that the rate of wages paid during the last 12 months is 10 per cent. higher than ever was paid in the city during our life as combined unions, and further, that it is 20 per cent. higher, with an exception of a period of about nine months a few years ago.

“ ‘ With regard to the present agreement we do not nor have we ever taken and declared that it is a panacea for all difficulties existing between the employer and employee in our trade but we do declare emphatically and without reserve that it is and has proved to be the best agreement for the operatives that was ever accepted by the employers for the control and regulation of the rise and fall in wages, and further assert, for reasons stated above, that it is well worthy of a trial of experience and as a guide in dealing with such questions in the future.

“ ‘ Until such time that we see that a change is necessary in the margin scale, we say to our members that this agreement should be honourably lived up to, as it was entered into honourably by a vote of acceptance and endorsed by all of the unions at their general meetings before being signed by the representatives of the respective associations contracted.

“ ‘ Even though the reduction in wages is greater under the agreement than was anticipated by its most ardent supporters, and which we regret we are not prepared to declare that it is a failure, because owing to the unfortunate trade conditions previously referred to, which suddenly and unexpectedly worked havoc with our industry, we do not believe it has had a fair trial; and until such time that it has, the least that can be expected is that judgment should be suspended, and hasty action upon our part be rejected.

“ ‘ The only comparison that we can draw to compare with present conditions is that which existed in 1898, 10 years ago, when the market got down about 50 cents, and we were obliged to accept reductions in wages which brought the weaver down to 16 per cent, and all other departments in proportion. The margin to-day is but 57.61 cents, and it has been between the fifties and sixties for nearly two months, and the price per cut under the reduced rate is 19.66 cents per cut, with operatives in all other departments in proportion, a matter of about 20 per cent., a higher rate than prevailed under similar conditions in 1898, to say nothing of other improved conditions.

“ ‘ Again repeating our regret for the reduction of wages that goes into effect Monday morning, brought about through conditions over which neither employer nor employee has control, we bring these matters to your attention, so that you can deliberate on the conditions and situation with more intelligence, and give to it that fair, just and conservative consideration that all such important subjects of its kind are entitled.’

“ ‘ Following the announcement of the new rate, a notice of a reduction of 17.94 per cent. in the wages of the 5,000 operatives in the cotton mills of the Fall River Iron Works Co. was posted at that plant. Other cotton mills throughout New England reduced wages in April, the average reduction being about 10 per cent.

“ ‘ For a short period after the reduction went into effect, the demand for cotton cloth warranted the manufacturers running their mills on full time, and as a result, the actual weekly earnings of the operatives were greater than under the former rate of wages. These favourable conditions did not continue, however, and the mills were obliged to curtail, thereby decreasing the earnings of the operatives considerably.

“ ‘ The sliding scale agreement is between the Textile Council, representing the operatives, and the Cotton Manufacturers’ Association, representing the manufacturers, so that the agreement can only be terminated by a notice from either of the two contracting parties.



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" At Fall River, where the reduction of 18 per cent. took place, there are over fifty mills employing in all about 30,000 operatives. In Lowell, where the reduction was, as in the Province of Quebec, 10 per cent., there are 7 large mills employing about 15,000 operatives."

## PROFIT SHARING AT BOURNE.

" At the Bourne mills, which are among the largest in Fall River, a profit-sharing arrangement is in force, which I was informed by the manager had worked to the great advantage of employers and employees alike. Inasmuch as it is one of several methods which might be adopted to make more apparent the unity of interest between employer and employed, it also may, I think, be commended as worthy of adoption by employers of labour in this country, and as a means of harmonizing the relations between the two great industrial classes. The circular issued by the Treasurer of Bourne Mills in December, 1906, breathes a spirit of consideration for the welfare of operatives, which, if generally followed, would do more than anything else to avoid the possibilities of friction and to promote the interests common to both. This circular is as follows:—

" " FALL RIVER, MASSACHUSETTS,

" " December 24, 1906.

" " To the Employees of the Bourne Mills:

" " You will receive herewith the thirty-fourth semi-annual dividend upon wages. Profit-sharing will be continued another six months. I feel myself happy to congratulate you upon the recent advance in wages, which placed Fall River again upon record as paying the highest wage known to the cotton industry in all the world. I sincerely hope there may never be another reduction of wages here. There ought not to be. The business should be adjusted to this schedule.

" " I trust this may be the merriest Christmas ever known here. May all try together, manufacturers and operatives, to make Fall River the most attractive spot on earth for textile wage-earners. Having this thought in mind, the board of directors of the Bourne Mills has unanimously authorized me to announce to you the experiment of a vacation week in August, 1907. While I have not made it a habit to take a vacation myself (except a short trip to Europe in 1900), I can see that in these strenuous days, it is becoming more and more a wholesome practice.

" " The mills will close Saturday noon, August 24, and re-open Tuesday morning, September 3, thus allowing you ten days of rest and recreation.

" " In lieu of regular pay, the directors have also unanimously authorized me to offer you an extra dividend upon your wages, payable just before the vacation, to the amount of fifty per cent. of the average weekly wages earned by each one of you, computed from the record of your wages during the present profit-sharing term closing next June.

" " Like all dividends upon wages, the August vacation dividend will be paid to you upon the single condition of continuous faithful efficient service. It will be in addition to the regular fourth of July dividend.

" " Sincerely yours,

" " (Sgd.)

GEO. A. CHACE,

" " Treasurer."

## CONCLUSIONS.

"Briefly summarized, the main conclusions of the Commissioner are as follows:—

" 1. The 10 per cent. reduction in wages in the cotton mills of Quebec which occasioned the strike and lockout of May of the present year, was not due to any peculiar severity on the part of Canadian employers, or to tariff, or other special conditions, but was an economic consequence of the general trade and financial depression in which Canada has shared in common with the United States and Great Britain, and which has affected the cotton industry in all parts of the world;

" 2. That similar and even greater reductions in wages have taken place in the cotton mills of the United States, and a greater shortage of work has been occasioned among the operatives in that country, as well as England;

" 3. That the lot of many of the operatives in the cotton mills during the present year has been a particularly hard one, both because of a considerable shortage of work and a considerable reduction in the rate of wages paid;

" 4. That the present depression is temporary, and that the employers have promised a restoration of the former scale of wages when trade improves;

" 5. That the strike in the Quebec mills was unwise and ill-timed, and would not have taken place had the constitution of the labour organization been strictly followed;

" 6. That the manner in which notice of the intended reduction in wages was given was an aggravating circumstance under the then existing conditions, a longer time and greater opportunity for conference between the parties might have avoided it;

" 7. That personal enmities and ambitions on the part of certain of the leaders were responsible for dissensions among the operatives which were prejudicial to their common interests;

" 8. That the industry as a whole and the interests of both employers and employees have suffered much unnecessary loss in consequence of the exceptionally large number of strikes which have taken place during recent years;

" 9. That some of the strikes which have taken place would not have occurred but for the organization that existed among the workers, and methods adopted by some of the leaders, but that in other instances, organization has been the means of avoiding disputes, and, broadly viewed, has (at least, up to the spring of the present year) resulted in a betterment of the economic conditions of the operatives as a whole;

" 10. That the attitude of the employers has not on the whole been averse to organization among the employees, though individuals have endeavoured to prevent it; that to entitle themselves to that confidence on the part of the employers which will ensure a willingness to co-operate with them, the unions must secure harmony within their own ranks, and adopt a more conservative policy towards those with whom they have business dealings;

" 11. That the hours of labour of women and young persons in the cotton mills are too long, and should be shortened;

" 12. That the present law regulating the hours of employment should be amended so as to leave no doubt as to its intention, and so as to secure against possible injustice to those on whose behalf it has been enacted;

" 13. That the law respecting the employment of child labour has been evaded, and should be so amended as to provide against possible infractions in the future, and that in this connection a special responsibility devolves upon shareholders and all other persons who profit by the results of such labour;

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"14. That industrial peace might be preserved and the friendly relations between employers and employees promoted:

"(a) by the adoptions of joint agreements between employers and operatives with some system of automatic adjustment of wages;

"(b) by each of the parties being required to give at least one month's notice before attempting to enforce any contemplated change in wages, hours, or other important condition of employment;

"(c) by the adoption of permanent Boards of Conciliation, composed of representatives of employers and operatives, to which Boards all matters in dispute should be referred for conference and adjustment before resort is had to a lockout or strike; and

"(d) by the adoption of some form of labour co-partnership in which the joint interests of employers and employees is made apparent to both parties."

## APPENDIX RE STRIKES AND LOCKOUTS SINCE 1900.

The report contained as an appendix a tabular statement showing the locality, date, name, result, number of employees affected, loss of time in working days, in the case of every strike occurring in the cotton industry since 1900. This was prefaced by the following statement:—

## STRIKES AND LOCKOUTS SINCE 1900.

"If the series of disputes which began on May 4, 1908, be considered as separate strikes, there have been 40 strikes and lockouts in the cotton industry in the Province of Quebec from February, 1900, to June, 1908, inclusive. Of these, 9 occurred at Valleyfield, 8 at Magog, 7 at Hochelaga, 6 at Montmorency Falls, 5 at St. Henri, 3 at St. Anne's, 1 at Montreal and 1 at Hochelaga and St. Anne's.

"In 32 of these disputes the loss of time to the employees amounted approximately to 201,090 working days. In the remaining 8 disputes, the data was not sufficient to afford an estimate of the lost time.

"An analysis of the causes that led to the strikes and lockouts shows that in 21 cases, over half the total number, questions of wages were involved. In 10 cases, the employees had demanded an increase in wages, coupled with other demands in two cases, and in nine they opposed a reduction of wages. On 5 occasions strikes were declared in protest against the discharge of employees, and on two occasions the French operatives objected to the employment of English persons. There were 4 sympathetic strikes and 2 lockouts during the past eight years.

"With regard to the results of these trade disputes, the employers were successful in 26 cases out of 40, and the employees were successful in only 9 cases, while compromises were reached in the remaining 5. The records in the Department of Labour show that in the disputes involving all industries during the years from 1901 to 1906 inclusive the employers were successful in 244 cases out of a total of 692, while the employees were successful in 214 cases. This indicates that a greater proportion of strikes in the cotton industry failed in their object, than of strikes in all the industries in Canada combined."

The report was accompanied by statistical tables relating to the strikes and lockouts in the cotton industry in Quebec from February, 1900, to June, 1908, inclusive, showing in the case of each dispute the locality in which it occurred, the classes and number of employees affected, the date of the commencement and termination, the approximate number of working days lost, and the cause and result.



## XI.—FAIR WAGES ON PUBLIC CONTRACT WORK.

During the past year 315 Fair Wage Schedules have been prepared by the Fair Wages Officers of the Department for insertion in public contracts. The rates of wages fixed in contracts containing these Fair Wages Schedules are based on the rates prevailing in the locality in which the work is to be done and where there are no such prevailing rates obtainable then on what might be considered a fair and reasonable rate, due regard being had to the cost of living in the localities concerned. The number of such Fair Wages Schedules which the Department has been called upon to prepare has very largely increased and the number for 1907-08 is 93 in excess of the number for the year 1906-07 and about double the number called for two and three years ago. Of the total of 315 of these schedules prepared last year, 162 were for the Department of Railways and Canals, an increase of 65 over the preceding year; 122 were for the Department of Public Works, an increase of 27; 18 were for the Department of Marine and Fisheries, a decrease of 5; 11<sup>6</sup> were for the Department of Militia and Defence, the same number as were framed for that Department in the preceding year. Two were for other branches of the public service.

The total number of Fair Wages Schedules prepared by the Department since its inception in 1900 is 1,600, of which almost one-half have been for the Department of Railways and Canals and over one-third for the Department of Public Works.

The work of this branch of the Department of Labour is based on what is known as the "Fair Wage Resolution" of the House of Commons, which was passed in 1900. This resolution is in the following terms:—

"MR. MULOCK—That it be resolved that all Government contracts should contain such conditions as will prevent abuses, which may arise from the sub-letting of contracts, and that every effort should be made to secure the payment of such wages as are generally accepted as current in each trade for competent workmen in the district where the work is carried out, and that this House cordially concurs in such policy and deems it the duty of the Government to take immediate steps to give effect thereto.

"It is hereby declared that the work to which the foregoing policy shall apply includes not only work undertaken by the Government itself, but also all works aided by grant of Dominion public funds."

In addition to the preparation of these Fair Wages Schedules, the statistics compiled by the Fair Wages Officers in respect of wages and hours and conditions of labour are in frequent demand for other purposes. During the past year the Department has received from many quarters requests for information in regard to prevailing rates of wages, hours and conditions of employment of Canadian workmen. Among these requests may be mentioned the following:—The Consul General for Belgium, in Ottawa, regarding rates of wages and hours of labour in the several branches of employment throughout Canada; Mr. W. A. Mackinnon, Canadian Trade Commissioner at Bristol,

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England, as to the rates of wages paid to seamen and firemen employed on steamers on the Great Lakes; Mr. David Kamisky, of Brooklyn, N.Y., for information regarding rates of wages and conditions of the working classes in Canada for use in a debate on the subject of "Reciprocity with Canada" to decide the championship of the Greater New York Interscholastic Debating League; the Law Department of the City of Toronto, for information in regard to the Fair Wages Resolution of the House of Commons in connection with the proposed insertion of a similar condition in Toronto civic contracts; Mrs. Florence Kelley, General Secretary of the International Consumers' League, New York, requesting information respecting the results of Fair Wages legislation in Canada; Mr. A. E. Fripp, M.L.A., Ottawa; regarding schedules prepared under the Fair Wages Resolution; Mr. G. E. Carpenter, Transportation Manager of the Winnipeg Jobbers' and Shippers' Association, requesting information regarding wages paid to railway employees in Ontario, Manitoba, Saskatchewan and Alberta; Reverend Dr. Sutherland, Toronto, General Secretary of the Foreign Department of the Missionary Society of the Methodist Church, requesting information concerning wages, cost of living, etc.; D. Levy & Sons, Limited, Montreal, respecting wages paid in the woollen mills of Canada; A. D. Gunn, Sydney, N.S., regarding rates of wages paid and cost of living in the various centres of population of Canada; the General Manager of the Office Specialty Manufacturing Company, Toronto, regarding rates of wages in the printing and allied trades; Mr. E. H. Armstrong, K.C., Yarmouth, N.S., regarding information bearing on the subject of the eight-hour day; R. Stephenson, of Winnipeg, regarding rates of pay for labour engaged in construction and operating work on the Grand Trunk Pacific Railway; Geo. G. Mercure, Secretary Treasurer of the Canadian Federation of Labour, regarding wages paid to employees of electric railways in the cities of Montreal, Ottawa, Toronto, and Winnipeg; the Buffalo Pitts Company, of Buffalo, U.S.A., regarding wages paid in various trades in Canada; Paul N. Kellogg, Editor, "Charities," New York, N.Y., regarding rates of wages and hours of labour in various branches of employment throughout Canada; Christian Sivertz, Secretary of the Trades and Labour Council, of Victoria, B.C., in acknowledging the receipt from the Department of Fair Wage schedules for various classes of labour in the cities of Halifax, Montreal, Toronto, Winnipeg, Vancouver and Victoria, observed that he found the work done and the information given by the Department of Labour of ever-increasing importance and usefulness.

During the year also supplies were furnished to the Post Office Department to the amount of \$129,333.92 under conditions designed to ensure the payment of fair wages and reasonable hours to the workmen employed. In all these contracts those tendering were required to submit a statement of the rates of wages which they agreed to pay and the number of hours which the workmen would be required to work. The more important contracts of the past year in the Post Office Department were as follows:—Making up and supplying articles of official uniforms, \$42,618.33; supplying mail bags, \$31,005.21; repairing mail bags, \$14,823.01; supplying stamping material, inclusive of making and repairing pads, also wooden boxes and post marking

and cancelling ink, \$11,956.10; making and repairing material, dating and other stamps and type, and brass crown seals, \$9,347.04; repairing mail bags and supplying mail bag fittings, \$9,205.10. In all these and other contracts by the Post Office Department where the rates named by the tenderers for hours and wages appeared to the Department of Labour unfair, the tenderer was informed of the rates which the Department of Labour regarded as fair and reasonable and no contract was let without assurance that fair and reasonable rates would be accorded to all workmen and workwomen concerned.

The following tables show the number of schedules arranged by Provinces, prepared by the Fair Wages Officers during the fiscal year 1908-09, also the number of schedules arranged by years, prepared since the establishment of the Department:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 3.

STATISTICAL TABLE SHOWING BY PROVINCES THE "FAIR WAGES" SCHEDULES  
PREPARED BY THE DEPARTMENT OF LABOUR, FOR DEPARTMENTS OF THE  
GOVERNMENT DURING THE FINANCIAL YEAR ENDING MARCH 31, 1909.

Department of Government	Nova Scotia	New Brunswick	P. E. Island	Quebec	Ontario	Manitoba	Saskatchewan and Alberta	British Columbia	Yukon	Total
Public Works.....	17	23	8	29	34	4	4	6	.....	125
Railways & Canals.....	23	30	19	40	42	2	4	3	.....	163
Marine & Fisheries.....	10	1	2	1	3	1	.....	.....	.....	18
Militia and Defence.....	1	.....	.....	1	4	2	1	2	.....	11
Miscellaneous.....	.....	.....	.....	.....	1	.....	2	.....	.....	3
Total.....	51	54	29	71	84	9	11	11	.....	320

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 4.

STATISTICAL TABLE OF "FAIR WAGES" SCHEDULES PREPARED BY YEAR BY THE  
DEPARTMENT OF LABOUR FOR DEPARTMENTS OF THE GOVERNMENT  
DURING THE PERIOD JULY, 1900, TO MARCH, 1907, INCLUSIVE.

	1900-1	1901-2	1902-3	1903-4	1904-5	1905-6	1906-7	1907-8	1908-9	Total
Department of Public Works.....	63	13	11	116	72	41	53	95	125	589
"    Railways and Canals.....	.....	1	50	89	153	95	84	93	163	728
"    Marine and Fisheries.....	.....	17	12	18	21	8	10	23	18	127
Other Departments.....	.....	.....	.....	.....	2	3	3	11	14	33
Total.....	63	31	73	223	248	147	150	222	320	1477

CONTRACTS AWARDED DURING 1908-9 CONTAINING FAIR WAGES SCHEDULES.

The following is a list of the contracts awarded by the several departments of the Government for which fair wages schedules have been requested, the nature of the work contracted for, the locality in which it was to be performed, the dates at which the contracts were awarded, the amounts of the contracts, and the page and number of the *Labour Gazette* in which copies of the several schedules appeared:—



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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 5.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF PUBLIC WORKS AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULES PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1909.

Nature of Work *	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published		
						Vol.	Page.
Extension to Drill Hall.	Quebec, Que.	April 18	Nov. 26, 1908	45,895 00			
Wharf, warehouse and roadway.	Port Hastings, N. S.	" 21	Sept. 28, 1908	10,550 00		9	440
Heating apparatus in Drill Hall.	Hamilton, Ont.	" 22	Aug. 21, 1908	12,880 00		9	339
Construction of a breakwater.	Cobourg, Ont.	" 25	Aug. 18, 1908	139,000 00		9	328-9
Public building.	Vernon, B. C.	May 4	Not awarded.				
"	Welland, Ont.	" 4	Sept. 16, 1908	26,526 00		9	440
"	Equinault, B. C.	" 6	Not awarded.				
"	Victoria, B. C.	" 6	May 26, 1908	14,258 00			
"	Joliette, Que.	" 20	Feb. 15, 1909	13,500 00			
"	Meaford, Ont.	" 20	Not awarded.				
"	Glencoe, Ont.	" 30	Sept. 11, 1908	16,238 00		9	440
"	Port William, Ont.	" 2	Nov. 19, 1908	7,450 00		9	622
Alterations, etc., to Public Building.	Joliette, Que.	June 2	Feb. 15, 1909	13,500 00		9	622
Armoury Building.	Emerson, Man.	" 2	Nov. 20, 1908	23,500 00		9	771
Public Building.	Leamington, Ont.	" 4	Dec. 7, 1908	15,230 00		9	
Repairs to Dixon's Wharf.	Grand Manan, NB.	" 24	Oct. 16, 1908	4,850 00		9	514
Public building.	Whitby, Ont.	" 24	Not awarded.	22,000 00			
"	Hillsborough, N. S.	July 2	Not awarded.				
Construction of wharf.	Hillsborough, N. S.	" 10	Sept. 13, 1908	3,973 00		9	513
"	McPherson's Cove, N. S.	" 15	Not awarded.				
Construction of dam.	Latchford, Ont.	" 15	Oct. 2, 1908	6,000 00		9	513
Armoury building.	Durham, Ont.	" 24	Nov. 24, 1908	287,633 00		9	622-3
Extension to wharf.	St. John, N. B.	" 28	Not awarded.				
Repairing canal washout.	Cornwall, Ont.	" 29	Not awarded.				
Construction of dam (further rates).	Latchford, Ont.	" 29	Not awarded.				
Heating apparatus in P. O.	Montreal, Que.	Aug. 10	Oct. 22, 1908	18,407 00			
Fittings for Drill Hall.	Toronto, Ont.	" 10	Not awarded.				
Breakwater and dredging.	Port Burwell, Ont.	" 21	Not awarded.				

\* The list is here given in the order in which the requests for schedules were received at the Department of Labour.

## LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES, &amp;c.—Continued.

Nature of Work.*	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.		Issue of Labour Gazette in which Fair Wages schedule was published.	
				\$	ct.	Vol.	Page.
Public building.....	Georgetown, P. E. I.....	Aug. 22.....	Oct. 20, 1908.....	3,000	00	9	514
Addition to public building.....	Ottawa, Ont. (Experimental Farm).....	" 22.....	Oct. 30, 1908.....	12,000	00	9	622
Public building.....	Quebec (St. Roch), Que.....	" 24.....	Feb. 6, 1909.....	47,711	00	9	999
Construction of a wharf.....	Montreal (Pt. St. Charles), Que.....	" 24.....	Dec. 2, 1908.....	31,600	00	9	770
Public building.....	Whitney Pier, N. S.....	" 25.....	Oct. 10, 1908.....	9,980	00	9	513-4
Breakwater and dredging.....	Esreban, Sask.....	" 26.....	Feb. 21, 1909.....	19,850	00	9	1000
Public building.....	Rondeau, Ont.....	" 26.....	March 26, 1909.....	229,000	00		
Public building.....	Chilliwhack, B. C.....	" 28.....	Not awarded.....				
Breakwater.....	Parkhill, Ont.....	" 28.....	Dec. 7, 1908.....	13,504	00	9	770-1
Extension to breakwater.....	Long Point, P. E. I.....	Sept. 12.....	Not awarded.....				
Cribwork groynes.....	Tignish Harbour, P. E. I.....	" 15.....	June 4, 1909.....	23,952	00		
Public building.....	Port Stanley, Ont.....	" 15.....	Feb. 11, 1909.....	6,535	00	9	999
Public building.....	Battleford, Sask.....	" 16.....	Not awarded.....				
Public building.....	Megantic, Que.....	" 17.....	Not awarded.....				
Cribwork wharf.....	Vernon Point, P. E. I.....	" 18.....	Dec. 7, 1908.....	7,300	00	9	771
Construction of wharf.....	St. Andrews, N. B.....	" 19.....	March 8, 1909.....	15,900	00		
Cribwork breakwater.....	Blue Rocks, N. S.....	" 19.....	Jan. 11, 1909.....	3,878	00	9	880-1
Construction of wharf.....	Tadoussac, Que.....	" 19.....	Not awarded.....				
Extension to wharf.....	St. Alexis, Que.....	" 19.....	Not awarded.....				
Construction of coal dock.....	Three Rivers, Que.....	" 19.....	Not awarded.....				
Crib and pile work and excavation.....	Naufrage Pond, P. E. I.....	" 21.....	Feb. 2, 1909.....	11,995	00	9	999
Timber cribwork wharf.....	Riviere Blanche, Que.....	" 22.....	Dec. 18, 1908.....	6,300	00	9	772
Breakwater, timber cribwork with stone and earth approach.....	West Advocate, N. S.....	Sept. 22.....	Not awarded.....				
Extension to wharf.....	Chevin, N. S.....	" 22.....	Dec. 16, 1908.....	4,294	00	9	771
Enlargement of cribwork block.....	Ste. Emelie, Que.....	" 25.....	Not awarded.....				
Construction of drill shed.....	Quebec, Que.....	" 28.....	Nov. 26, 1908.....	45,895	00	9	623
Breakwater and wharf.....	Lorneville, N. B.....	" 29.....	Feb. 10, 1909.....	27,000	00	9	999-10
Repairs to wharf.....	Sturgeon, P. E. I.....	" 29.....	Dec. 21, 1909.....	4,100	00	8	772
Construction of wharf.....	White Head, N. B.....	" 30.....	Dec. 23, 1908.....	4,850	00	9	772
".....	Burton, N. B.....	" 30.....	Not awarded.....				
".....	Quaco, N. B.....	" 30.....	Dec. 28, 1908.....	32,900	00	9	772
Extension to east pier.....	Gunning's Cove, N. B.....	" 30.....	Not awarded.....				
Construction of wharf.....	Lower Jenseg, N. B.....	" 30.....	Not awarded.....				
".....	Oct. 3.....	Oct. 3.....	Not awarded.....				

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[illegible]

\* The list is here given in the order in which the requests for schedules were received at the Department of Labour.



## LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES, &amp;c.—Continued.

Nature of Work.*	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.		Issue of Labour Gazette in which Fair Wages schedule was published.
				\$	ct.	
Extension to wharf.	Grande Rivière, Que.	1909 Jan. 15.....	Not awarded.			
Cribwork wharf	Scotchtown, N.B.	" 16.....	Not awarded.			
"	Shediac, N.B.	" 20.....	Not awarded.			
Pilework breakwater.	Sorel, Que.	" 20.....	Not awarded.			
Cribwork wharf.	New Mills, N.B.	" 22.....	Not awarded.			
Extension to cribwork	Pink Rock, N.B.	" 22.....	Not awarded.			
Cribwork wharf.	Sackville, N.B.	" 30.....	Not awarded.			
Cribwork concrete wharf	Gravenhurst, Ont.	" 30.....	Not awarded.			
Cribwork pier	Ste. Croix Lobinière, Que.	" 30.....	Not awarded.			
Heating apparatus and electric wiring	Ottawa, Ont.	Feb. 23.....	Not awarded.			
Cribwork addition to wharf	Cacouna, Que.	" 26.....	Not awarded.			
Concrete retaining wall	Hamilton, Ont.	" 26.....	Not awarded.			
Cribwork and pile wharf	Liscomb, N.S.	March 5.....	Not awarded.			
Construction of wharf.	Spanish Ship Bay, N.S.	" 5.....	Not awarded.			
Addition and alterations to Post Office.	Toronto, Ont.	" 13.....	Nov. 30, 1907.....	19,694	00	
"	Winnipeg, Man.	" 13.....	Not awarded.			
Construction of wharves	Fort William, Ont.	" 16.....	Not awarded.			
" wharf.	Grand Métis, Que.	" 22.....	Not awarded.			

\* The list is here given in the order in which the requests for schedules were received at the Department of Labour.

Nature of Work. *	Locality.	Date at which schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.
				\$	Vol. Page
†Construction of a line of Railway.	Union Bay to Alberni, B.C.	April 6	May 27, 1909.	Gen'l clause ins.	8 1461-2
" " " " Concrete platform.	Amberst, N.S.	" 6	Oct. 24, 1908.	Schedule rates.	9 516
" " " " " "	Antigonish, N. S.	" 13	Oct. 24, 1908.	Schedule rates.	9 516
" " " " " "	Portage, P. E. I.	" 13	"	"	"
" " " " " "	West Devon, P. E. I.	" 13	"	"	"
" " " " " "	St. Nicholas, P. E. I.	" 13	July 25, 1908.	Schedule rates.	9 189
" " " " " "	McNeill's Mill, P. E. I.	" 13	July 25, 1908.	Schedule rates.	9 189
" " " " " "	Perth, P. E. I.	" 13	July 25, 1908.	Schedule rates.	9 189
" " " " " "	Selkirk, P. E. I.	" 13	July 25, 1908.	Schedule rates.	9 189
" " " " " "	Bell River, P. E. I.	" 15	May 21, 1908.	Schedule rates.	8 189
Removal of Slides Nos. 1 and 2.	Welland Canal, Ont.	" 23	Nov. 23, 1908.	65 & 45 c. per yd.	8 1461
Stores and Office Buildings.	Riviere du Loup, Que.	" 23	Nov. 23, 1908.	24,475 00	9 6234
Heating system in Service Bldg.	Chaudiere Junction, Que.	" 23	Aug. 23, 1908.	2,774 00	9 330
Power House and Chimney.	Charlottetown, P. E. I.	" 23	Too late for present report.	"	"
Remodelling Station and Freight Shed.	Doaktown, N. B.	" 23	Nov. 20, 1908.	1,335 00	9 624
" " " "	Zionville, N. B.	" 23	Oct. 23, 1908.	825 00	9 516
" " " "	Cross Creek, N. B.	" 23	Dec. 10, 1908.	1,100 00	9 774
Dwelling for Agent.	Campbellton, N. B.	" 23	Not yet prepared.	"	"
Oil House.	"	" 23	Sept. 28, 1908.	"	"
Baggage and Office Building.	"	" 23	Not yet prepared.	1,150 00	9 441
Foot Bridge.	Riviere du Loup, Que.	" 27	June 26, 1908.	"	"
Extension of Freight Shed, etc.	Pugwash, N. S.	" 28	Oct. 15, 1908.	1,620 20	9 70
Telegraph Building.	Halifax, N. S.	May 6	Oct. 17, 1908.	1,800 00	9 515
Freight Shed.	Beaver Brook, N. B.	" 8	Nov. 2, 1908.	1,100 00	9 515-6
Dredging Holland River Div.	Section 1, Trent Canal, Ont.	June 1	Not yet prepared.	750 00	9 624

\* The list is here given in the order in which the requests for schedules were received at the Department of Labour.

† \$3,200 per mile not exceeding \$6,400 per mile.  
 †† No reports received from the Department of Railways & Canals.

## LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES, &amp;c.—Continued.

Nature of Work.*	Locality.	Date at which schedule supplied by Department of Labour	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.		
						\$	Pago.
Dwelling for Agent.	Ste. Rosalie, Que.	June 4	Aug. 8, 1908.	1,880 00	9	329	
Brick Power House.	Halifax, N.S.	" 8	Oct. 5, 1908.	6,490 00	9	515	
Waterworks on I.C.R.	St. Charles Junction, Que.	" 10	Not yet prepared.				
"	Campbellton, N.B.	" 10	Not yet prepared.				
"	Little Metis, Que.	" 10	Not yet prepared.				
"	Mulgrave, N.S.	" 10	Dec. 22, 1908.	Schedule rates.	9	773	
Construction of a highway.	Ste. Rosalie, Que.	" 11	By day labour.				
Engine House and Freight Shed.	Loggieville, N.B.	" 15	"				
Electric wiring of Freight Shed.	St. John, N.B.	" 15	Feb. 18, 1909.	832 00	9	1001	
Waterworks for I.C.R.	St. A pollinaire, Que.	" 20	"				
Widening of entrance of Welland Canal.	Port Colborne, Ont.	" 25	Aug. 24, 1908.	\$3.50 cts. yard.	9	329	
Extension to Freight Shed.	Souris, P.E.I.	" 29	"	Schedule rates.	9	440	
Removal of west Pier of Canal.	Port Maitland, Ont.	July 11	Sept. 20, 1908.				
Electric wiring in Shops.	Charlottetown, P.E.I.	" 18	Not yet prepared.				
Freight Shed.	Bathurst, N.B.	" 22	Nov. 2, 1908.	3,977 00	9	624	
Railway Buildings.	Carmel, Que.	" 22	Not awarded.				
"	Laverne, Que.	" 22	Not awarded.				
"	Daveluyville, Que.	" 22	Not awarded.				
"	Oxford, N.S.	" 22	Feb. 12, 1909	990 00	9	1000-1	
Hot water heating System.	Marysville, N.B.	" 23	Not yet prepared.				
Freight Shed.	Cornwall Canal, Ont.	" 28	Sept. 15, 1908.	Schedule rates.	9	440	
Repairing washout.	Trenton, Ont.	Aug.	Oct. 5, 1908.	Schedule rates.	9	514-5	
Wagon valves for Locks and Weirs on Trent Canal.	Glen Miller, Ont.	" 1	Oct. 5, 1908.	Schedule rates.	9	514-5	
"	Frankfort, Ont.	" 1	Oct. 5, 1908.	Schedule rates.	9	514-5	
"	Glen Ross, Ont.	" 1	Oct. 5, 1908.	Schedule rates.	9	514-5	
"	Head of Brady Bay, Ont.	" 1	Oct. 5, 1908.	Schedule rates.	9	514-5	
"	Campbellford, Ont.	" 1	Oct. 5, 1908.	Schedule rates.	9	514-5	
"	Middle Falls, Ont.	" 1	Oct. 5, 1908.	Schedule rates.	9	514-5	
"	Healey Falls, Ont.	" 1	Oct. 5, 1908.	Schedule rates.	9	514-5	
"	Hastings, Ont.	" 1	Oct. 5, 1908.	Schedule rates.	9	514-5	
"	Rosedale, Ont.	" 1	Oct. 5, 1908.	Schedule rates.	9	515	
"	Lock No. 8, Ont.	" 1	Oct. 5, 1908.	Schedule rates.	9	515	
"	Lock No. 9, Ont.	" 1	Oct. 5, 1908.	Schedule rates.	9	515	
"	Lock No. 10, Ont.	" 1	Oct. 5, 1908.	Schedule rates.	9	515	



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Line of Railway	"	4.	Aug.	24, 1908.	9	330
Construction of a Dock on Canal.	"	13.	Dec.	2, 1908.	8	775
Raising of I.C.R. tracks, etc.	"	17.	Nov.	23, 1908.	9	624
Extension of Freight Shed.	"	17.	Dec.	22, 1908.	9	772
Erection of Car repair Shops.	"	18.				
Extension of Freight Shed.	"	19.				
Construction of a Shelter.	"	20.	Oct.	2, 1908.	9	515
Line of Railway.	"	25.	Dec.	19, 1908.	9	515
Station Building.	"	25.	July	4, 1908.	9	773
Three Steam Boilers for Power House	"	25.	By day labour		9	441
Improvements to Station Building.	"	28.	Oct.	10, 1908.	9	515
Steel highway drawbridge	"	28.	Oct.	10, 1908.	9	515
"	"	28.	Oct.	10, 1908.	9	515
"	"	28.	Oct.	10, 1908.	9	515
"	"	28.	Oct.	10, 1908.	9	515
"	"	28.	Oct.	10, 1908.	9	515
Highway Bridge over Canal.	"	28.	Dec.	10, 1908.	9	774
Highway and Cribwork.	"	35.	Dec.	24, 1908.	5	773
Smokestack on Engine House.	"	12.	Jan.	12, 1909.	9	882
Freight Shed.	"	16.	April	1, 1909.	0	1262
Extension of Freight Shed and Wharf.	"	18.	Revote from 1907.			
Railway from Arundel to.	"	18.	Revote from 1907.			
Railway from Montfort & Gatineau to.	"	18.	Revote from 1907.			
Widening of Lachine Canal.	"	18.	Revote from 1907.			
Steam boiler for I. C. R.	"	18.	Oct.	20, 1908.	9	516
Extension to Wharf for P. E. I. Ry.	"	22.	Sent out for execution			
Spur line of Ry.	"	23.	Not yet prepared.			
Construction of Section No. 7 Trent Canal.	"	28.	Jan.	4, 1909.	9	881
Line of Railway from George River to.	"	29.	Not yet prepared.			
Branch line of Railway from Woodstock to.	"	29.	Oct.	19, 1908.	9	516
Addition to Station Building.	"	1.	Not yet prepared.			
Line of Railway, Regina to.	"	1.	Dec.	12, 1908.	9	774
"	"	1.	Guarantee agreement			
"	"	3.	Guarantee agreement			
"	"	3.	Guarantee agreement			
"	"	3.	Guarantee agreement			
"	"	3.	Guarantee agreement			
"	"	5.	To stand for this year			
Office Building.	"	14.	Nov.	25, 1908.	9	623
Closing of Dam.	"	14.	Too late for present report.			
Wiring train service Building.	"	14.	Dec.	12, 1908.	9	775
Concrete lining of Canal bank.	"	14.	Out for execution.			
Two Sixty ton motor electric travelling cranes for work shops.	"	14.	Oct.	23, 1908.		
Line of Railway from Carman to.	"	14.	Oct.	23, 1908.		

\* The list is here given in the order in which the requests for schedules were received at the Department of Labour.

+ \$3,200 per mile not exceeding \$6,400 per mile.

+ No reports received from the Department of Railways &amp; Canals.

## LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES, &amp;c.—Continued.

Nature of Work.*	Locality.	Date at which schedule supplied by Department of Labour	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.
				\$ cts.	Vol. Page
Electric lighting of Canal Lock	St. Ours, Que.	Oct. 15	Dec. 22, 1908	15,523 00	9 775
Main gates for light Lock	Sault Ste. Marie, Ont.	" 15	Jan. 20, 1909	Schedule rates.	9 1000
Section of Trent Canal	Lindsay, Ont.	" 15	Oct. 19, 1908	General clause.	9 623
Branch line Transcontinental Ry.	Port Arthur to Fort William, Ont.	" 16	Nov. 18, 1908	Schedule rates.	9 773
Trimming slopes of Canal	Cornwall, Ont.	" 22	Dec. 22, 1908	8,600 00	9 1000
Mail and Express Building	Sackville, N.B.	" 22	Not executed		9 775
Steam heating of buildings	Halifax, N.S.	" 23	Not yet prepared		9 881
Stone protection on summit level	Thorold to Pt. Colborne, Ont.	" 30	Feb. 18, 1909	3,250 00	9 776
Ice House	Levis, Que.	" 31	Dec. 15, 1908	Schedule rates.	9 776
One ten ton travelling crane	St. Johns, Que.	Nov. 2	Jan. 7, 1909	General clause.	9 776
Improvement to Harbour	Riviere du Loup, Que.	" 3	Dec. 2, 1908	Schedule rates.	9 776
Protection work, Hungry Bay Dyke	Beauharnois Canal, Que.	" 10	Dec. 22, 1908	General clause.	9 776
Freight Shed on Wharf	Charlottetown, P.E.I.	" 12	Not yet prepared	General clause.	9 776
Line of Railway, Carmi to	New Westminster, B.C.	" 14	Feb. 25, 1909	per mile	9 1001
Heating Machine Shops, etc.	Riviere du Loup, Que.	" 16	Fed. 25, 1909	\$3,200 to \$6,400	9 882
Line of Railway, Joggins Mines to	Bay of Fundy, N.S.	" 18	Jan. 18, 1909	175 00	9 882
Wiring of Freight Shed	Campbellton, N.B.	" 23	Revote from 1907	General clause.	9 882
Macadam Roadway, Welland Canal	Campbellton, N.B.	" 25	Jan. 8, 1909	General clause.	9 882
Electric lighting of Station, etc., etc.	Ramey's Bend, Ont.	" 30	Jan. 23, 1909	General clause.	9 882
Line of Railway to Mt. Carlyle	Maccan, N.S.	Dec. 2			
" Manitoulin	North Shore Ry., N.S.	" 2			
" Little Current Crossing to	Little Current to Sudbury, Ont.	" 2			
" "	Sudbury, Ont.	" 2			
" "	Sudbury North, Ont.	" 2			
" "	St. Gregoire, Que.	" 12			
" "	St. Gregoire, Que.	" 12			
" "	Chaudiere Jct., Que.	" 14			
" "	Caribon Cove, N.S.	" 19			
" "	Moose Jaw, Westerly, Sask	" 19			
" "	Halifax, N.S.	" 21			
" "	Riviere du Loup, Que.	" 21			
" "	Sudbury, Ont.	" 24			
Line of Railway, Toronto to					

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	1909					
Power Plant.....	Jan. 5.....	Charlottetown, P.E.I.	May 4, 1909.....	32,150 00	9	1361
Boiler Plant.....	" 13.....	Moncton, N.B.	" 4, 1909.....			
Heating and plumbing station.....	" 16.....	Iona, N.S.	Sept. 19, 1908.....	1,380 00	9	441
Extension to Freight Shed, etc., etc.....	" 23.....	Souris, P.E.I.	Feb. 4, 1909.....	General clause.	9	1001
Line of Railway, Sudbury to.....	" 29.....	† Hutton Mines, Ont.	Aug. 24, 1908.....	Schedule rates.	9	330
Fencing Ste. Rosalie to.....	" 29.....	Chaudiere, Que.	Aug. 24, 1908.....	Schedule rates.	9	330
" Chaudiere to.....	" 29.....	Riviere du Loup, Que.	Aug. 24, 1908.....	Schedule rates.	9	330
" Riviere du Loup to.....	" 29.....	Ste. Flavie, Que.	Aug. 24, 1908.....	Schedule rates.	9	330
" Ste. Flavie to.....	" 29.....	Campbellton, N.B.	Aug. 24, 1908.....	Schedule rates.	9	330
" Campbellton to.....	" 29.....	Newcastle, N.B.	Aug. 24, 1906.....	Schedule rates.	9	330
" Newcastle to.....	" 29.....	Moncton, N.B.	Aug. 24, 1908.....	Schedule rates.	9	330
" St. John to.....	" 29.....	Point du Chene, N.B.	Aug. 24, 1908.....	Schedule rates.	9	330
" Pansec to.....	" 29.....	Truro, N.S.	Aug. 24, 1908.....	Schedule rates.	9	330
" Dartmouth to.....	" 29.....	Windsor, N.S.	May 12, 1908.....	Schedule rates.	9	330
" Stellarton to.....	" 29.....	Mulgrave, N.S.	Aug. 24, 1908.....	35½ cts per rod.	8	1461
" Point Tupper to.....	" 29.....	Sydney, N.S.	Aug. 24, 1908.....	Schedule rates.	9	330
" Loggieville to.....	" 29.....	Fredericton, N.S.	May 12, 1908.....	35½ cts per rod.	8	1461
Foundation of Lock No. 2.....	Feb. 2.....	New Welland Canal, Ont.	April 1, 1909.....	Schedule rates.	9	1262
Repair Shops.....	" 4.....	St. John, N.B.	To stand for present			
Line of Railway.....	" 19.....	Garneau Junction to Quebec, Que.	April 5, 1909.....	+	9	1261
Machine Shop.....	" 20.....	Lachine Canal, Que.	No contract.....	General clause.		
Providing of Signals, etc.....	" 22.....	Near Humphreys, N.B.	Too late for present report.....			
Wiring of Engine House.....	" 25.....	Newcastle, N.B.	Too late for present report.....			
Engine House.....	March 1.....	Charlottetown, P.E.I.	Not yet prepared.....			
Superstructure of Piers at.....	" 11.....	Lock No. 27, Cardinal, Ont.	Not yet prepared.....			
Line of Railway.....	" 25.....	Ottawa to Hawkesbury, Ont.	Too late for present report.....			
Wiring of Freight Shed.....	" 27.....	Bathurst, N.B.	Too late for present report.....			

\* The list is here given in the order in which the requests for schedules were received at the Department of Labour.

† \$3,200 per mile not exceeding \$6,400 per mile.

† No report received from the Department of Railways &amp; Canals.



DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX., A. R. No. 7.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF MARINE AND FISHERIES, AND PREPARED BY THE DEPARTMENT OF LABOUR, ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULES PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1909.

Nature of Work.*	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.	Page.
				\$	ct.	Vol.
+Two wooden lighthouse towers.....	Mabon Harbour, N.S.....	Mch 25.....	March 23, 1908.....	2,450 00		9
Wooden dwelling for lightkeeper.....	Little Belledune Pt., N.B.....	June 27.....	July 9, 1908.....	1,100 00		9
Dwelling at eastern entrance.....	Toronto Harbour, Ont.....	" 27.....	July 18, 1908.....	3,295 78		8
Fog alarm building.....	Cape Degr., Que.....	Aug. 14.....	" + 1908.....	1,820 00		9
Reinforced concrete lighthouse.....	Cape Croker, Ont.....	" 19.....	Sept. 10, 1908.....	1,990 00		9
Four lighthouse towers.....	Pugwash Harbour, N.S.....	" 22.....	Sept. 25, 1908.....	3,280 00		9
Lighthouse tower and cribwork pier.....	North Sydney, N.S.....	" 25.....	Sept. 16, 1908.....	1,420 00		9
Lobster hatchery.....	Georgetown, P.E.I.....	Sept. 17.....	Feb. 25, 1909.....	1,900 06		9
Dwelling for fog alarm station.....	Panmure Island, P.E.I.....	" 23.....	Oct. 26, 1908.....	1,340 00		9
Two lighthouse towers.....	L'Ardoise, N.S.....	" 26.....	Oct. 16, 1908.....	675 00		9
Wooden lighthouse tower.....	Batonville, N.S.....	" 30.....	Nov. 16, 1908.....	365 00		9
" ".....	Parker's Cove, N.S.....	Oct. 5.....	May 15, 1909.....	780 00		9
" ".....	McNeil's Beach, N.S.....	Oct. 27.....	" \$.....			
Public works.....	Winnipegosis, Man.....	Nov. 12.....	Not awarded.....			
Wooden lighthouse tower.....	Peter's Island, N.S.....	Dec. 21.....	Jan. 19, 1909.....	720 00		
" ".....	Canso, N.S.....	Jan. 28.....	March 15, 1909.....	525 00		
Reinforced concrete beacon.....	Little Liscomb, N.S.....	Mch 19.....	June 11, 1909.....	3,000 00		
	Goderich, Ont.....					

\* This list is here given in the order in which the requests for schedules were received at the Department of Labour.

+ Omitted in last report.

+ Building erected by days' work.

\$ This schedule was prepared for checking accounts.

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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 8.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF MILITIA AND DEFENCE, AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED, AND WHERE FAIR WAGES SCHEDULES PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1909.

Nature of Work. *	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published	
					\$	ct
Public Works.....	Virden, Man.....	1908				
Information on certain trades.....	Virden, Man.....	May 14....				
".....	Ottawa-Rockcliffe, Ont.....	" 14....				
".....	Halifax, N.S.....	July 26....				
".....	St. Johns, Que.....	" 9....				
".....	Niagara on the Lake, Ont.....	" 23....				
".....	Victoria, B.C.....	" 28....				
Rifle Range.....	Prescott, Ont.....	Aug. 4....				
Information on all trades.....	Kingston, Ont.....	Oct. 18....				
		Oct. 24....				
Rifle Range.....	Nelson, B.C.....	1909				
".....	Edmonton, Alta.....	Jan. 14....				
		March 8....				
Wire fencing.....	MISCELLANEOUS	1908				
".....	Buffalo Park, Alta.....	June 4....				
Railway line in Experimental Farms.....	Reserve, Alta.....	" 4....				
	Ottawa, Ont.....	Sept. 24....				

\* This list is here given in the order in which the requests for schedules were received at the Department of Labour.

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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 9.

LIST OF SUPPLIES FURNISHED THE POST OFFICE DEPARTMENT BY CONTRACT OR OTHERWISE, UNDER CONDITIONS FOR THE PROTECTION OF THE LABOUR EMPLOYED, WHICH WERE APPROVED OF BY THE DEPARTMENT OF LABOUR DURING THE FINANCIAL YEAR ENDING MARCH 31, 1909.

Nature of Order.	Amount of Order.
	\$ cts.
Making and repairing metal dating and other stamps and type, and brass crown seals.....	9,347 04
Making and repairing rubber dating and other hand stamps and type.....	775 57
Supplying stamping material, inclusive of making and repairing pads, also wooden boxes, and post marking and cancelling ink.....	11,956 10
Making and repairing post office scales.....	2,286 50
Supplying mail bags.....	31,005 21
Repairing mail bags.....	14,823 01
Repairing mail locks, and supplying mail bag fittings.....	9,205 10
Supplying portable letter boxes and repairing parcel receptacles, portable tin boxes, and railway mail clerk's tin boxes.....	5,835 91
Miscellaneous orders for making and repairing postal stores.....	1,481 15
Making up and supplying articles of official uniforms.....	42,618 33
Total.....	\$129,333 92

#### INVESTIGATION OF COMPLAINTS ARISING OUT OF CONDITIONS INSERTED IN GOVERNMENT CONTRACTS FOR THE PROTECTION OF LABOUR.

During the fiscal year seventeen complaints were received at the Department of Labour from or on behalf of workmen having reference to the alleged non-fulfilment of conditions inserted in public contracts for the protection of labour. Another complaint of the same character which was received near the close of the last financial year was investigated during the present year. Two others were from contractors, one being a protest against the rate of wages set for a certain class of labour in a Fair Wages Schedule to be inserted in a proposed contract and the other was with regard to certain classes of workmen who, it was alleged, had agreed to work for a lower rate of wages than that set forth in the Fair Wages Schedule forming part of the contract. Compared with the previous year there was an increase of eight complaints.

The first complaint to receive the attention of the officers of the Department was that received near the close of the previous fiscal year, alleging that certain supplies for the Department of Militia and Defence were being manufactured in Ottawa under unfair conditions. In this case the complainants had a wrong conception of the object and working of the Fair Wages Resolution, being, apparently, under the impression that it empowered the Department of Labour to fix a higher rate of wages for work done for the Government than was current in the trade. After certain investigations had been undertaken and the working of the Fair Wages Resolution fully explained to the complainants by one of the Fair Wages Officers, the complaint was withdrawn.

On investigation by one of the Fair Wage Officers the complaint concerning the contractors for the armouries building at Brandon, Man., was shown to be unfounded. The report showed that the contractors were



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adhering faithfully to the labour conditions in their contract, and were paying labourers from 2½c to 5c per hour more than other contractors in Brandon performing similar work, the rate of wages for that class of labour having fallen since the schedule was prepared.

During the month of May, 1908, a contractor tendering on the work of dredging the western entrance to Toronto harbour filed a complaint to the effect that the rates of wages fixed in the Fair Wages Schedule for labourers attached to the contract was too high. In this case the report of the Fair Wages Officer who prepared the schedule went to show that the rates in the locality had materially changed between the time at which the schedule was prepared and the time at which the complaint was filed. As the contract had not been executed, it was recommended that the rate be changed from \$1.75 to \$1.50 per day.

The complaint from Ladysmith, B.C., regarding the non-observance of the Fair Wages Schedule in the contract for the construction of a post office building in that place was adjusted by means of correspondence between the contractor and the Department. The contractors admitted that they were not paying the rate of wages set forth in the schedule to building labourers, alleging as a reason that men qualified for the work could not be obtained in Ladysmith, and stating that if they must pay the rate as provided in the Schedule it would be necessary for them to seek labour from outside sources. The contractors were informed that they were limited to the terms of the Fair Wages Schedule in their contract and that payment to any class of labour at a lower rate than that specified would render them liable to be called upon at any time to pay the additional amount due under the terms of the Fair Wages Schedule. No further action was necessary.

In connection with the complaint against the contractors for the examining warehouse at Winnipeg, Man., the complainants alleged that the rate of wages for structural iron workers had been omitted from the Fair Wages Schedule forming part of the contract; that the schedule had not been posted as required, and that ordinary labourers were engaged in the erection and construction of iron (a work, it was alleged, which should be performed by skilled mechanics) and were being paid at the rate set for ordinary labourers. An investigation by one of the Fair Wages Officers showed that the complaint was well founded, excepting in one particular, being that in regard to the posting of the schedule in a conspicuous place on the works. The rate of wages for structural iron workers had been inadvertently omitted from the schedule, but even that class of labour was fully protected under section 4 of the labour conditions inserted in all contracts let by the Department of Public Works, which reads as follows:—

“The foregoing schedule is intended to include all the classes of labour required for the performance of the work, but if any labour is required which is not provided for by any of the items in the above schedule, the Minister, or other officer authorized by him, whenever and as often as the occasion shall arise, shall have the power to fix the minimum rate of wages payable in respect of such labour, which minimum rate shall not be less than the rate of wages which is generally accepted as current in each trade or class of labour for competent workmen in the district where the work is being carried out.”

A satisfactory arrangement was effected with the contractors by which they agreed to employ men skilled in the erection and construction of iron and pay them at the rate prevailing in the district.

In connection with the complaint against the contractor for the armouries building at Hamilton, Ont., the complainants alleged (a) that he refused to comply with the working rules of the district, in respect to hours of labour, inasmuch as he insisted on carpenters working 9 hours per day, while 8 hours is generally recognized as being current; (b) that certain portions of the contract had been sublet, and (c) that aliens were being employed on the work. An investigation was made by one of the Fair Wages Officers, whose report showed that in regard to the first section of the complaint the contractor was not blamable, the carpenters having changed the working hours from 9 to 8 after the Fair Wages Schedule had been prepared and the contract executed. The complainants had no particulars in regard to the second section and the third was proven to be unfounded.

It was alleged that the contractors for certain drain work at Tête du Pont Barracks, Kingston, Ont., were not paying labourers in accordance with the rates prevailing in that place. An investigation was made by one of the Fair Wages Officers, who reported that the complaint was unfounded. It was claimed by the complainants that the work should be classified as that belonging to builders' labourers and paid for at the rate set for that class, being \$2.00 per day of 8 hours. In the opinion of the officer of the Department the work belonged to the ordinary labourers' class, and should be paid for at the rate of \$1.75 per day of 9 hours, which was the rate paid by the contractors.

One of the Fair Wages Officers made an investigation into the complaint against the contractor for the trestle bridge at Sydney, N.S., and effected a settlement of the dispute satisfactory to both sides.

In connection with the complaint from Glace Bay, N.S., alleging that carpenters were not receiving fair treatment in the payment of wages by the contractors for the post office building in that place, one of the Fair Wages Officers proceeded to Glace Bay to make an investigation. It seems that between the time the complaint was made and the arrival of the officer the workmen succeeded in effecting a settlement with the contractors without the intervention of the Department, and the Fair Wages Officer was so informed. No further action was necessary.

Complaints were received at the Department from several sources alleging that the contractor for certain buildings for the use of the Royal Northwest Mounted Police at Regina, Sask., was not paying bricklayers and other mechanics employed on the work in accordance with the custom prevailing in that district. Inquiries made at the Department of the Royal Northwest Mounted Police elicited the information that through an inadvertance a Fair Wages Schedule had not been inserted in the contract. When the contractor's attention was drawn to the complaint he voluntarily agreed to conform to the established labour conditions of the district.

A complaint from Frankford, Ont., alleged that the contractors for Section 2 of the Trent Valley Canal had refused to pay the complainant in

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accordance with the rates set forth in the Fair Wages Schedule, stating that he had worked for  $6\frac{1}{4}$  days as a common labourer and for 10 days as a carpenter, and had been offered payment at the rate of \$1.50 per day for the whole period. He claimed payment at the rate of \$1.75 per day for work performed as a common labourer and \$2.25 per day for the time he was employed as a carpenter. The complaint was investigated by one of the Fair Wages Officer, who reported that the complainant had worked the time as stated, but was unable to establish the claim that he had been employed as a carpenter. A settlement was effected whereby the contractors agreed to pay the complainant at the rate of \$1.75 per day for the whole time he had been employed. This was accepted as being satisfactory.

A satisfactory adjustment was made by one of the Fair Wages Officers in the case of the masons and stonecutters employed at the Citadel, Quebec, Que., procuring for these tradesmen the rates current in the city.

A complaint came from Toronto in which the contractors for the new observatory building were concerned. It was alleged that the sub-contractors doing the concrete work were employing unskilled labour in the manufacture of frames for concreting, claiming that the work should be done by carpenters and paid for at the rate set in the Fair Wages Schedule for that class of labour. An investigation was made by one of the Fair Wages Officers, who reported that he had found the facts as stated, but as the work was nearly completed it was agreed by complainants not to further pursue the case.

Another complaint of the same nature was that against the contractors for the post office annex at Montreal, Que. In this case carpenters were employed in the construction of frames for concrete and were paid at the rate set forth in the Fair Wages Schedule for builders' labourers, being 25 cents per hour, while the rate set for carpenters was 30 cents per hour. On investigation by one of the Fair Wages Officers it was found that seven of the workmen had been underpaid, and he recommended payment of the difference between what they had received and what they should have received had payment been made in accordance with the terms of the contract. The contractor subsequently forwarded a cheque in settlement of the claims.

In the case of the structural iron workers at St. Andrew's Rapids, Man., the complainant neglected to furnish essential information requested by the Department before proceeding to an investigation. Hence no action was taken.

During the month of January, 1909, a complaint was received to the effect that painters and decorators performing work on a portion of the House of Commons building were not being paid the rates of wages current in Ottawa. On investigation it was found that the work had been undertaken and was largely executed by the permanent staff of workmen employed by the Department of Public Works, but as the staff could not complete the work within the limited time at its disposal, it was found necessary to secure the assistance of certain firms in that line of trade. They were, therefore, given portions of the work to complete without contract. The work having, however, been completed before the complaint was made, no action could be taken by the Department.



The contractors for the post office building at Welland, Ont., wrote the Department of Public Works for information concerning the interpretation to be placed upon the Fair Wages Schedule inserted in their contract. It was stated by them that bricklayers and masons were offering their services at a lower rate than that set forth in the schedule, and the contractors asked if they were allowed to regulate such matters themselves. The communication was referred to the Department of Labour, when an officer informed the contractors that any payment of wages to bricklayers and masons at a lower rate than that specified in the Fair Wages Schedule would be a departure from the terms of the contract in which the schedule was included.

The two remaining complaints reached the Department two days prior to the close of the fiscal year, both being from the city of Quebec and relating to the non-payment of proper rates of wages to stonecutters. No action had been taken at the close of the fiscal year.

Taking into consideration all the complaints, either settled or filed during the year, two of these had to do with work being carried out in the Province of Nova Scotia, five with work in the Province of Quebec, eight with work in the Province of Ontario, three with work in the Province of Manitoba and one each with work in the Provinces of Saskatchewan and British Columbia.

Two complaints were with regard to work being done under contract for the Department of Militia and Defence, two for work being done under contract for the Department of Railways and Canals, one for work being done under contract for the Department of the Royal Northwest Mounted Police, and the remainder for work being performed for the Department of Public Works.

Fourteen of these complaints alleged non-payment of the proper rates of wages; three that contractors had sub-let portions of their contracts and under-payment of the workmen; two the employment of unskilled labour at a low rate of wages in the execution of work that should be performed by skilled tradesmen at a higher rate; one each failure on the part of the contractor to post the Fair Wages Schedule in a conspicuous place on the works; one the non-observance by the contractor of the working hours of the district; one the employment of aliens, and the manufacturing of supplies for the Government under unfair conditions; two others were from contractors, one objecting to a rate of wages set in a Fair Wages Schedule inserted in a contract for a work upon which he was tendering, and the other asking to be advised regarding the offer of workmen to accept a rate lower than that set in the Fair Wages Schedule in his contract.

The following table will show the nature of the investigations which have been made by the Fair Wages Officers of the Department during the year ended March 31, 1909, into complaints received at the Department, the nature of the claims presented, the Department of the Government effected, and the disposition made of the several claims:—

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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES IX, A. R. No. 10.

TABLE SHOWING NATURE AND RESULTS OF INVESTIGATIONS MADE BY THE FAIR WAGES OFFICERS DURING THE FINANCIAL YEAR ENDED MARCH 31, 1909.

## I.—COMPLAINT RECEIVED PRIOR TO THE BEGINNING OF THE FISCAL YEAR 1908-09 AND INVESTIGATED DURING THE YEAR.

Complaint received.	Locality and Public Work.	Department affected.	Subject of Investigation	Disposition.
March 9, '08	Ottawa, Ont., Supplies for Dept. of Militia & Defence.	Militia and Defence.	That leather belts, frogs for bayonets, leggings, saddles and bridles were being manufactured for the Government by contract in Ottawa under unfair conditions.	On April 23 complainants asked permission to withdraw the complaint, when further investigation ceased.

## II.—COMPLAINTS RECEIVED SINCE THE BEGINNING OF THE FISCAL YEAR 1908-09, AND INVESTIGATED DURING THE YEAR.

April 4, '08	Lachine Canal, Repairs.	Rys & Canals	That the contractor for repairs to the Lachine Canal was not paying the current rate of wages to men employed on the works.	Referred to the Department of Railways and Canals. No action taken.
May 9, '08	Brandon, Man., Armouries building.	Public Works	That the contractors were not paying builders' labourers in accordance with the Fair Wages Schedule.	Complaint investigated by an officer of the Department, who reported that there was no ground for complaint, that the contractors were adhering faithfully to the labour conditions in their contract, and recommended that no further action be taken.
May 15, '08	Toronto, Ont., Dredging of Western entrance to Toronto Harbour.	Public Works	That the rate of wages (\$1.75 per day for ordinary labourers) as set forth in the Fair Wages Schedule prepared for this work was too high, and requested that it be lowered to \$1.50 per day.	The officer who prepared the Schedule reported that it was made in December, 1907, and was based on the figures prevailing throughout the previous summer. With the opening of the season of 1908 the rate for ordinary labourers had been reduced to \$1.50 per day. As the contract had not then been executed, he recommended that the figures be changed from \$1.75 to \$1.50.
May 23, '08	Ladysmith, B. C., Post Office Building.	Public Works	That the contractors were paying builders' labourers at a rate below that set forth in the Fair Wages Schedule.	The contractors were communicated with by an officer of the Department who effected an arrangement whereby the Fair Wage Schedule forming part of the contract should be strictly adhered to. No further action necessary.

TABLE SHOWING NATURE AND RESULTS OF INVESTIGATION, &amp;c.—Continued.

Complaint received.	Locality and Public Work.	Department affected.	Subject of Investigation.	Disposition.
June 19, '08	Winnipeg, Man., Examining Warehouse Building.	Public Works.	That the contractors were employing unskilled labour in the erection and construction of iron work, contrary to custom in Winnipeg, claiming that such work should be performed by skilled mechanics at the rate of wages prevailing for structural iron workers.	Investigation was made by an officer of the Department, who reported that the complaint was well founded. An arrangement satisfactory to the complainants was made, whereby the contractors agreed to employ men skilled in the erection and construction of iron and pay them at the rate of 40c. per hour.
June 20, '08	Hamilton, Ont., Armouries Building.	"	That the contractor refused to comply with the working rules of the District in respect to hours of labour for carpenters; that portions of the contract were sub-let, and that aliens were employed on the work.	Investigation was made by an officer of the Department, who reported that the contractor was adhering strictly to the terms of the Fair Wages Schedule, the workmen having changed the working hours from 9 to 8 since the contract was executed, and advised that no action be taken. No particulars were available in connection with the charge of sub-letting, and the two workmen complained of as being aliens were found to be British subjects.
July 10, '08	Kingston, Ont., Drainage at Tete de Pont Barracks.	"	That the contractors for certain drain work at Tete de Pont Barracks were paying labourers \$1.75 per day of 9 hours, alleging that \$2.00 per day of 8 hours was current at Kingston.	Complaint investigated by an officer of the Department, who reported that there was no cause for complaint, and recommended that no further action be taken.
July 13, '08	Sydney, N.S., Trestle Bridge.	"	That the contractor was paying carpenters at the rate of \$2.00 per day of 10 hours, while the rate set forth in the Fair Wage Schedule is \$2.25 per day of 9 hours.	An officer of the Department made an investigation and effected a settlement satisfactory to the complainants.
July 13, '08	Glace Bay, N.S., Post Office Building.	"	That the contractors were not paying carpenters in accordance with the terms of the Fair Wages Schedule.	An officer of the Department proceeded to Glace Bay to investigate the complaint when the workmen concerned refused to give information regarding their claims. No further action was taken.
July 2, '08	Regina, Sask., Buildings for use of the Royal Northwest Mounted Police.	Royal North-west Mounted Police.	That the contractor was not paying the current rate of wages to bricklayers and other mechanics employed on the works.	Through an inadvertence a Fair Wages Schedule had not been inserted in this contract, but when the contractor's attention was drawn to the complaint he agreed to conform to the labour conditions of the District. No further action was taken.
Sept. 8, '08	Frankford, Ont., Section 2, Trent Valley Canal.	Eys & Canals	That the contractors' refusal to pay the rate of wages set forth in the Fair Wages Schedule to complainant for work performed as a carpenter and labourer.	Investigation was made by an officer of the Department, who reported that he had effected an arrangement which was satisfactory to the complainant, whereby he was to receive \$1.75 per day for the whole period of his employment.



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Sept. 23, '08	Quebec, Que., at Citadel.	Work Militia and Defence.	That the contractors were not paying the current rates of wages to stonecutters and masons.	Complaint investigated by an officer of the Department, who reported that an arrangement had been concluded whereby the workmen would be paid the rate of wages current in the City of Quebec.
Oct. 14, '08	Toronto, Ont., Observatory Building.	Public Works.	That the contractors were employing ordinary labour in the performance of work that should be executed by skilled mechanics.	Complaint investigated by an officer of the Department, who reported that as the work was almost completed the complainants did not desire to further pursue the complaint.
Dec. 10, '08	Montreal, Que., Post Office Annex.	"	That the contractors were paying carpenters at the rate of 25c. per hour, while the Fair Wages Schedule in the contract stipulates a rate of 30c.	Complaint investigated by an officer of the Department, whose report showed that seven workmen had been underpaid, and recommended payment of the difference between what the contractor paid and the rate set forth in the Fair Wages Schedule. The contractors subsequently forwarded a cheque in settlement of the claims.
Dec. 14, '08	St. Andrew's Rapids, Man., Lock and Dam.	"	That structural iron workers were not receiving the current rate of wages.	The complainant was requested to furnish more detailed information. Nothing further being received the matter was allowed to lapse.
Jan. 25 '08	Ottawa, Ont., Painting and Decorating House of Commons Building.	"	That the current rate of wages was not being paid to painters and decorators for work performed.	On investigation it was found that certain firms had been called in to assist in the completion of work undertaken by the permanent staff of the Department of Public Works. No action was taken.
Jan. 28, '08	Welland, Ont., Post Office Building.	"	The contractors wrote to the Department of Public Works stating that bricklayers and masons were offering their services at 35c. per hour, and asked if they (the contractors) were allowed to regulate such matters. The Fair Wages Schedule forming part of the contract stipulated a rate of 45c. per hour for such work.	The communication was referred to the Department of Labour, and an officer of this Department informed the contractors that any payment of wages to bricklayers and masons at a lower rate than 45c. per hour would be an infringement of the Fair Wages Schedule and a departure from the terms of the contract in which the Schedule was included. No further action was taken.
Mar. 29, '09	Quebec, Que., Shed of Gunnery.	Public Works.	That the contractors had sub-let the stone-cutting portion of the work and that stonecutters were paid at the rate of \$3.00 per day of 9 hours instead of 40c. per hour for a day of 8 hours, as required by the Fair Wages Schedule.	Investigation not commenced at end of fiscal year.
Mar. 29, '09	Quebec, Que., St. Roch Post Office.	"	That the contractors had sub-let the stone-cutting portion of the work and that the rate paid to stonecutters was \$2.25 per day, instead of 40c. per hour, as set down in the Fair Wages Schedule.	Investigation not commenced at end of fiscal year.

## III.—COMPLAINTS RECEIVED DURING THE FISCAL YEAR 1908-9, BUT REMAINING UNDISPOSED OF AT THE END OF THE YEAR.

XII.—STRIKES AND LOCKOUTS IN CANADA DURING 1908, WITH  
COMPARATIVE STATISTICS FOR THE YEARS 1901 TO 1908,  
INCLUSIVE.

The calendar year 1908 was remarkably free from strikes and lockouts in Canada, the number reported to the Department having been less than in any of the seven previous years during which a record has been kept. There were 69 strikes and lockouts in Canada during 1908, a decrease of 82 compared with the previous year. Three of these disputes began in the year 1907. The number of strikes and lockouts in existence in each of the previous years was 104 in 1901, 123 in 1902, 160 in 1903, 103 in 1904, 87 in 1905, 139 in 1906, and 151 in 1907.

The only disputes of serious consequences were a strike of cotton mill hands which took place at various points in the Province of Quebec, and a strike of machinists along the line of the Canadian Pacific Railway.

On May 4, the mule spinners employed by the Dominion Textile Company and the Montreal Cotton Company at Valleyfield, Hochelaga, and St. Henri, Que., to the number of about 267, went on strike, on account of a reduction of 10 per cent. in their wages, which the companies claimed was necessary to meet changed conditions in the cotton industry. On May 6, 1,200 other operatives went out at St. Henri, joined on May 12 by 350 at Hochelaga, and several hundred at Magog. A few days later the spoolers went out at Valleyfield, followed by 150 hands from the finishing department. The mill was then closed by the Montreal Cotton Company, throwing about 3,000 operatives out of work. At the end of May it was estimated that about 6,000 employees were idle owing to this dispute. The strike, which caused a loss of about 134,450 working days, lasted until June, in the course of which month many of the strikers returned to work pending an inquiry into the cotton industry on behalf of the Dominion Government. None of the mills affected, however, were in full operation during June. On the 29th of that month, Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, was appointed a Commissioner to inquire into the dispute. An account of the proceedings of the Commission will be found in another portion of this Report.\*

On April 28, an application was received in the Department for the appointment of a Board under the Industrial Disputes Investigation Act, 1907, to deal with a dispute between the Canadian Pacific Railway Company and the employees in its mechanical department. The dispute arose from the posting of a notice by the Company on April 1, of the Company's intention to cancel on May 1, existing agreements with its employees on the Western lines and to substitute new rules with reference to the definition of machinists and boilermakers, the proportion of apprentices to journeymen in each trade, the hours of labour in roundhouses, the duties of helpers to machinists, and the method of dealing

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\*See page 116.

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with grievances. A Board was accordingly appointed, and proceeded to investigate the dispute. The recommendations of the Board received in the Department on July 20, were accepted by the Company, and were put into effect on August 1, but the employees declared that the findings of the Board were not acceptable to them.\*

On August 5, the men in the mechanical and car departments, to the number of about 8,000 went out, the strike extending to all the shops of the Company throughout the Dominion. The strike lasted until October 5, when it was declared off, and the award of the Conciliation Board was accepted by the men. The Company in the meantime had secured a large number of men to fill the places of the strikers, but on the termination of the strike it agreed to take measures to prevent any discrimination.

In the lumbering industry the principal dispute was a strike of shingle sawyers and bunchers at St. John, N.B., which caused all the shingle mills of that town to be closed from March 16 to October 1. The dispute arose from a reduction in wages, and work was finally resumed on the employers' terms. About 75 men were involved, and the loss of time incurred by them amounted approximately to 12,825 working days.

The strikes in the mining and quarrying industries were mainly of short duration the only prolonged dispute having been in the case of a general strike of granite cutters at the quarries at St. George, N.B. This dispute, which involved about 200 men and five firms began on June 1, upon the refusal of the employers to grant a demand for shorter hours and fortnightly instead of monthly payment of wages. The strike ended on August 22 in favour of the employees, after negotiations had taken place between the parties concerned. The loss of time amounted to about 14,400 working days.

## MAGNITUDE OF DISPUTES.

Out of the 66 trade disputes which began in 1908, only 4 involved 1,000 or more employees, compared with 13 in 1907. On the other hand 36 of the strikes and lockouts of 1908 affected each under 100 persons.

The total number of employees involved in trade disputes which began during 1908 was approximately 26,250, compared with 34,972 in 1907, and 26,014 in 1906.

## LOSS OF TIME IN WORKING DAYS.

The loss of time to employees through trade disputes during 1908 amounted approximately to 706,556 working days, compared with a loss of approximately 613,986 days in 1907. The increase in the loss of time was accounted for by the strikes of textile workers in the Province of Quebec and machinists on the line of the Canadian Pacific Railway. In these two strikes alone it is estimated that there was a loss amounting to 516,450 working days. In 1904, there was a loss of about 278,956 days; in 1905, the loss amounted to 284,140 days and in 1906 to 490,400 days.

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\* An account of the proceedings of the Board is given in the Appendix to this Report, on page 238.



## TRADES AFFECTED BY THE DISPUTES.

Out of 66 disputes which began in 1908, there were 12 in the building trades, 10 in the mining and quarrying industry and 9 in the metal working and shipbuilding trades. No strikes or lockouts occurred in any trade or industry connected with agriculture, fishing or leather working.

## LOCALITIES AFFECTED BY TRADE DISPUTES.

There were 26 strikes and lockouts reported to have occurred in the Province of Ontario during 1908, and 19 in the Province of Quebec. There were no disputes in Prince Edward Island, and only one in each of the provinces of Manitoba and Saskatchewan.

## CAUSES OF DISPUTES.

In 38 of the strikes and lockouts the question of changes in wages was involved, in 22 cases the demand for an increase in wages was the sole cause of the dispute, and in 14 cases the sole cause was a reduction in wages. The question of hours of labour entered into 9 disputes. In 4 disputes a principal cause was the employment of non-unionists. Only 1 sympathetic strike was reported to the Department.

## METHODS OF SETTLEMENT.

Of the 69 disputes in existence during 1908, 14 were settled by negotiations between the parties concerned, in 23 cases work was resumed on the employers' terms without any negotiations and in 17 cases the employers succeeded in filling the places of the strikers, 2 trade disputes were settled by arbitration and 4 by conciliation.

## RESULTS OF DISPUTES.

Of the 69 disputes in existence during 1908, 43 ended in favour of the employers, 13 in favour of the employees and in 10 cases compromises were effected. In one case the dispute was unsettled at the close of the year and in 2 the results were not definite or were not reported to the Department.

## RESULTS OF DISPUTES CLASSIFIED ACCORDING TO THEIR CAUSES.

The classification of the results of trade disputes according to their causes show that out of 22 which arose from a demand for higher wages, 13 ended in favour of the employers, 5 in favour of the employees and 4 resulted in compromises. Out of 14 disputes which arose from a reduction in wages, the employers were successful in 8, the employees in 3, while compromises were reached in 2 cases, and in 1 the result was not reported. The employers were successful in 6 disputes which arose on account of discharge of employees, and the only sympathetic strike reported during the year resulted in favour of the employers.

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In the tables and charts printed herewith particulars are given of the trade disputes of 1908 with comparative statistics for the past seven years, classified under various headings.

The following table contains a list of all the trade disputes which took place in Canada during the year 1908, arranged according to industries and trades, showing in each dispute the occupation of the workpeople concerned, the locality in which the dispute occurred, the principal cause of the dispute, the method of settlement, the result in so far as it was in favour of the employer or the employee or a compromise, the dates of commencement and termination, the approximate number of establishments and employees affected, and the approximate loss of time in working days, so far as it could be ascertained:—

DEPARTMENT OF LABOUR, CANADA  
 STATISTICAL TABLE, SERIES IX, A.R. No. 11.  
 CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1908.

Occupation.	Locality.	Alleged Cause or Object.	Method of Settlement.	Result.	Date of Commencement.	Date of Termination.	No. of establishments affected.	Approximate No. of employees affected.	Approximate loss of time in working days.
<b>LUMBERING.</b>									
Planing mill hands.....	St. Romuald, Que.....	Against reduction in wages.....	Conciliation.....	Compromise.....	Jan. 17 Jan.	22	1	200	800
Shingle sawyers and bunchers.	St. John, N.B.....	Against reduction in wages.....	Work resumed.....	In favour of employees.	Feb. 16 Oct.	1	1	75	12,825
Axemen.....	Sillery, Que.....	Against discharge of employee.	Conciliation.....	In favour of employer.	July 6 July	8	1	18	36
Sawmill hands.....	Sault au Mouton, Que	Against delay in payment of wages.	Work resumed, no negotiations	In favour of employer.	Sept. 10 Sept.	14	1	135	405
<b>MINING AND QUARRYING.</b>									
Coal miners.....	Coal Creek, B.C.....	Against a new system of timbering.	Settled by negotiations between parties concerned under agreement of May 4, 1908.	Compromise.....	Jan. 29 Feb.	1	1	1,125	3,375
Gold miners.....	Goldbrook, N.S.....	Against a reduction in wages	Work resumed by some strikers, places of others were filled.	In favour of employer.	Feb. 21 Mch	2	1	22	176
Iron miners.....	Wilbur, Ont.....	For increase in wages and against increase in hours.	Places of strikers were filled.....	In favour of employer.	April 11 April	—	1	36	612
Coal miners.....	Coleman, Alta.....	For higher wages for new work.	Settled by a joint committee under agreement.	In favour of employees.	April 30 June	13	1	441	5,733
Coal mine employees.....	Port Hood, N.S.....	For increase in wages.....	Settled by conciliation under I. D. I. Act.	Compromise.....	May 1 May	5	1	300	1,200
Coal miners.....	Michel, B.C.....	Against discharge of an employee.	Work resumed, no negotiations	In favour of employer.	May 18 May	23	1	920	4,600
Coal miners.....	Michel, B.C.....	Against discharge of employee.	Work resumed, no negotiations	In favour of employer.	May 25 May	29	1	920	4,600
Granite cutters.....	St. George, B.C.....	For shorter hours and fortnightly instead of monthly payment of wages.	Negotiations between parties concerned.	In favour of employer.	June 1 Aug.	22	5	200	14,200
Coal miners.....	Taber, Alta.....	Dispute over pay day.....	Negotiations between parties concerned.	Compromise.....	Dec. 11 Dec.	17	1	75	375
Coal miners.....	Middlesboro, B.C.....	Dispute over wages and conditions of employment.	Negotiations between parties concerned.	Compromise.....	Dec. 15 Dec.	17	1	.....	.....



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BUILDING.	Builders' labourers.	Port Colborne, Ont.	Against a reduction in wages.	Negotiations concerned.	parties between	In favour of employ-ees.	April 6	1	85	340
Painters	St. Catharines, Ont.	For increase in wages.	Negotiations concerned.	parties between	In favour of employ-ees.	April 11	3	20	200	
Painters.	St. John, N.B.	For increase in wages.	Negotiations concerned.	parties between	In favour of employ-ees.	April 7	11	70	350	
Builders' labourers and bricklayers.	Ottawa, Ont.	For increase in wages.	Places of strikers were filled.	parties between	In favour of employer.	April 22	1	80	640	
Bricklayers and masons.	Halifax, N.S.	For shorter hours.	No negotiations.	Indefinite.	May 1	7	55	1,430		
Bricklayers.	Montreal, Que.	Against reduction in wages.	Places of strikers were filled.	parties between	In favour of employ-ees.	May 1	30	500	6,000	
Bricklayers.	Berlin, Ont.	Against reduction in wages.	Negotiations concerned.	parties between	In favour of employer.	May 11	7	75	600	
Bricklayers, masons & stonecutters.	Calgary, Alta.	Against method of payment.	Negotiations concerned.	parties between	In favour of employ-ees.	May 19	1	53	2,491	
Builders' labourers.	Midland, Ont.	For increase in wages.	Negotiations concerned.	parties between	In favour of employ-ees.	June 17	1	250	1,000	
Plasterers.	Toronto, Ont.	Against reduction in wages.	Negotiations concerned.	parties between	In favour of employ-ees.	July 2	30	350	7,700	
Plasterers.	Montreal, Que.	Against reduction in wages.	Places of strikers were filled.	parties between	In favour of employ-ees.	Aug. 12	1	17	170	
Carpenters.	Brockville, Ont.	Objection to wages paid and to being laid off without cause.	Negotiations concerned.	parties between	In favour of employ-ees.	Dec. 7	1	6	36	
METALWORKING AND SHIPBUILDING.										
Machinists.	Ottawa, Ont.	Against a reduction in wages.	Negotiations concerned.	parties between	Compromise.	Jan. 20	1	18	36	
Tin workers.	Montreal, Que.	Against a reduction in wages.	Work resumed by some strikers and places of others filled.	In favour of employ-ees.	Jan. 9	1	246	984		
Shipbuilders.	Collingwood, Ont.	Against a reduction in wages.	Works closed indefinitely.	Indefinite.	Jan. 7	1	458	35,724		
Iron moulders.	Brantford, Ont.	Against conditions of employment.	Places of strikers were filled.	In favour of employ-ees.	April 1	1	100	13,100		
"	Longueuil, Que.	Against employment of non-unionists.	Places of strikers were filled.	In favour of employ-ees.	May 1	1	20	540		
"	Weston, Ont.	Against a reduction in wages and employment of non-unionists.	Places of strikers were filled.	In favour of employ-ees.	May 18	1	40	480		
Brass workers.	Port Colborne, Ont.	Employees alleged they were locked out for absentsing themselves. Dissatisfaction with shop rule.	Negotiations concerned.	parties between	In favour of employ-ees.	June 8	1	15	60	
Tinsmiths.	Kingston, Ont.	For a decrease in hours.	Work resumed, no negotiations.	In favour of employ-ees.	June 1	7	18	468		
Iron moulders.	Hamilton, Ont.	For increase in payment for short moulds.	Work resumed, no negotiations.	In favour of employ-ees.	Aug. 5	1	45	495		
WOODWORKING AND FURNISHING.										
Upholsterers.	Guelph, Ont.	Against a reduction in wages.	Places of strikers were filled.	In favour of employ-ees.	Jan. 10	1	17	1,326		

CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1908.—Continued.

Occupation.	Locality.	Alleged Cause or Object.	Method of Settlement	Result.	Date of Commencement.	Date of Termination.	No. of establishments affected.	Approximate No. of employees affected.	Approximate loss of time in working days.
<b>TEXTILE TRADES.</b>									
Stocking knitters.....	St. Hyacinthe, Que.	For increase in wages.....	Negotiations between parties concerned.	In favour of employees.	Feb. 24	March 6	1	12	120
Textile workers.....	Sherbrooke, Que.	Objection to doing a certain class of work.	Work resumed by most of the strikers, no negotiations.	In favour of employees.	Feb.	Feb.	1	12	12
Cotton mill hands.....	Hochelega, Que.	Against employment of a particular person.	Negotiations between parties concerned.	In favour of employees.	March 3	March 9	2	1,200	6,000
" " " " " " " "	Valleyfield, Hochelega, St. Henri, Magog and Montreal, Que.	Against reduction of 10 per cent in wages.	Work resumed by many strikers, no negotiations.	In favour of employees.	May 4	June —	2	6,000	127,950
Woollen mill hands.....	St. Hyacinthe, Que.	Against discharge of unionist employees.	Work resumed by many strikers, no negotiations.	In favour of employees.	May 12	May —	1	300	1,800
Mule spinners.....	Montmorency Falls, Que.	For increase in wages for work.	Negotiations between parties concerned.	Compromise.....	May 18	May 26	1	18	90
<b>CLOTHING TRADES.</b>									
Corset workers..	St. Hyacinthe, Que.	Against new conditions of employment.	Work resumed, no negotiations.	In favour of employer	Dec. 13	Jan. 28	1	100	2,400
Shoe workers.....	Levis, Que.	For increase in wages.....	No negotiations, places of strikers filled.	In favour of employer	Dec. 3	Jan. —	1	135	1,350
Tailors.....	Kingston, Ont.	Against declaration for open shops following a demand for higher wages and shorter hours.	Negotiations between parties concerned.	In favour of employees.	Sept. 23	Feb. 6	5	50	1,550
Garment workers.....	Sherbrooke, Que.	Against discharge of employees.	Most strikers returned to work, places of others were filled.	In favour of employer	Feb. 17	Feb. 22	1	16	64
" " " " " " " "	Montreal, Que.	Against increase in hours and for a guarantee of wages.	Some strikers returned to work, places of others were filled.	In favour of employer	Feb. 24	April —	1	200	6,400
Shoe lasters.....	Quebec, Que.	Against a new scale of wages following introduction of new machinery.	Arbitration.....	Compromise.....	Nov. 3	Nov. 19	1	340	4,700
" " " " " " " "	Aurora, Ont.	Against a new scale of wages following introduction of new machinery.	Work resumed, no negotiations.	In favour of employees.	Nov. 2	Nov. 14	1	79	474

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Tailors.....	Montreal, Que.....	Against employment of a non-unionist.	Not settled at end of year but employers claimed places of most strikers were filled.	Dec. 28.....	1	30	120
FOOD AND TOBACCO PREPARATION.							
Cigar makers.....	Montreal, Que.....	Against employment of non-unionists, strikers also alleged employers had violated an agreement.	Places of strikers were filled....	Jan. 14 Feb.	1	83	1,328
PRINTING AND BOOKBINDING.							
Printers.....	St. John, N.B.....	Against discharge of an employee.	Places of strikers were filled....	Mar. 22 April —	1	40	360
TRANSPORT.							
Teamsters.....	Fernie, B.C.....	For increase in wages and shorter hours.	Negotiations between parties concerned.	April 3 April 4	10	22	22
Longshoremen.....	Windsor, Ont.....	For increase in wages.....	Places of strikers were filled....	April 21 April 22	1	50	50
Freight handlers .....	Owen Sound, Ont.....	Against reduction in wages and against bonus system.	Negotiations between parties concerned.	May 7 May 11	1	250	1,000
"	Depot Harbour, Ont.	For increase in wages.....	Work resumed, no negotiations.	July 13 July 17	1	100	400
Railway machinists.....	Montreal, Ottawa, Toronto, London, Winnipeg & other points on C.P.R.	Against changes in conditions of labour recommended by Board of Conciliation.	Work resumed on terms of award of Board of Conciliation.	Aug. 5 Oct. 5	1	8,000	42,400
Teamsters.....	Ingersoll, Ont.....	Against increase of work....	Work resumed by most strikers.	Aug. 7 Aug. 8	1	20	20
Freight handlers.....	Windsor, Ont.....	For increase in wages.....	Places of strikers were filled....	Sept. 1 Sept. 3	1	40	80
MISCELLANEOUS TRADES.							
Paper box makers.....	Winnipeg, Man.....	Against increase in hours and reduction in wages.	Negotiations between parties concerned.	Mar. 9 Mar. 12	1	16	48
Paper makers.....	Grand Mere, Que.....	Sympathetic.....	Work resumed, no negotiations.	Oct. 16 Nov. 2	1	400	5,600
UNSKILLED LABOUR.							
Snow handlers.....	Ottawa, Ont.....	For increase in wages.....	Negotiations between parties concerned.	Feb. 4 Feb. 6	1	85	170
Tunnel workers.....	Windsor, Ont.....	For increase in wages .....	Places of strikers were filled....	Mar. 6 Mar. 11	1	25	125
"	Windsor, Ont.....	For increase in wages.....	Places of strikers were filled....	May 18 May 20	1	120	240
Labourers.....	New Westminster, B.C.	For increase in wages.....	Places of strikers were filled....	June 5 June 6	1	25	25
"	Prince Albert, Sask.	For increase in wages.....	Work resumed, no negotiations.	June 30 July 3	2	200	800
Railway construction labourers.	Moncton, N.B.....	For increase in wages.....	Work resumed by most strikers.	Aug. 1 Aug. 3	1	300	600
Railway construction labourers.	Campbellton, N.B.	For increase in wages.....	Work resumed by most strikers.	Aug. 10 Aug. 12	1	800	1,600
Labourers.....	Guelph, Ont.....	For shorter hours.....	Negotiations between parties concerned.	Oct. 27 Oct. 29	1	140	280



## NUMBER AND MAGNITUDE OF TRADE DISPUTES.

The following table illustrates by months the number and magnitude of trade disputes which began during the calendar year:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 12.

TABLE SHOWING MAGNITUDE OF TRADE DISPUTES IN CANADA DURING THE CALENDAR YEAR 1908, CLASSIFIED BY MONTHS ACCORDING TO NUMBER OF EMPLOYEES INVOLVED.

Magnitude.	NUMBER OF DISPUTES.												Total
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
2,000 and over.....					1			1					2
1,000 to 2,000.....	1		1										2
500 to 1,000.....					3			1					4
300 to 500.....	2			1	2		1	1		1	1		9
200 to 300.....	1	1			1	3							6
100 to 200.....		1		1	2		1		1	1			7
50 to 100.....	1	1	1	4	3						1	1	12
25 to 50.....			2	1		1		1	1			1	7
6 to 25.....	2	3	1	2	2	2	1	2				1	16
Unknown.....												1	1
Total.....	7	6	5	9	14	6	3	6	2	2	2	4	66

Chart No. 1, facing this page, illustrates the variations from month to month of the number of employees involved in trade disputes during each year from 1901 to 1908, inclusive.

The following table shows the magnitude of trade disputes which occurred during each of the past eight years, according to the number of workpeople involved:—

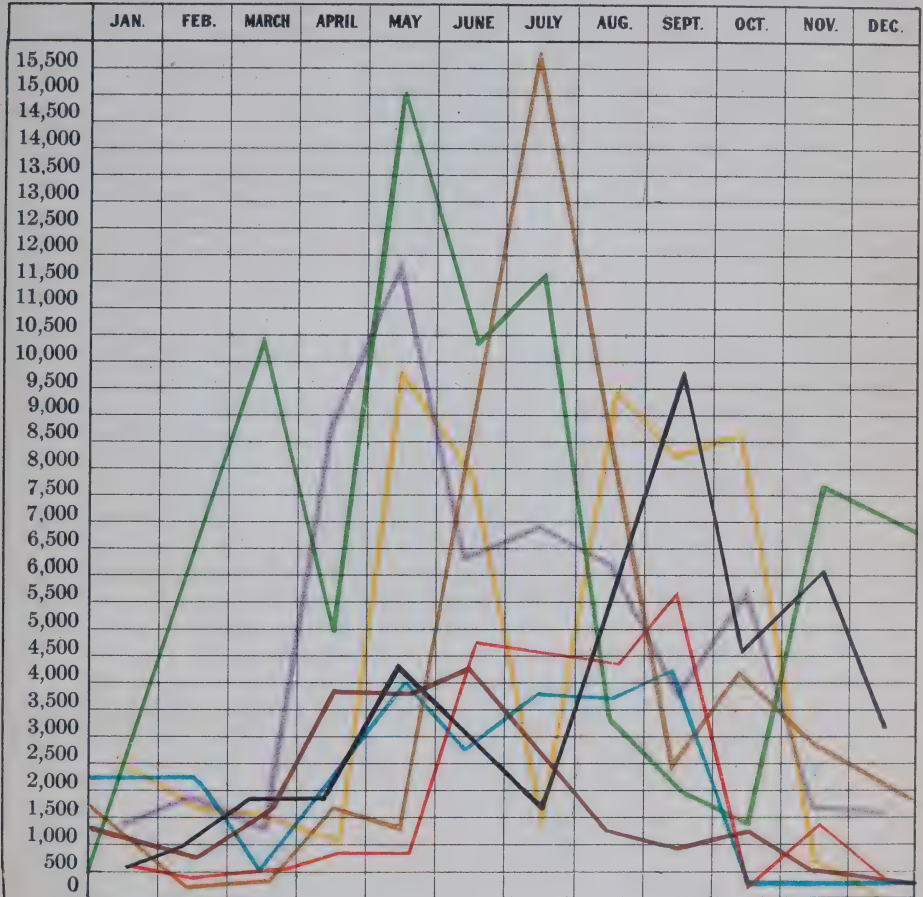
DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 13.

TABLE SHOWING MAGNITUDE OF TRADE DISPUTES IN CANADA ACCORDING TO NUMBER OF EMPLOYEES INVOLVED DURING THE YEARS 1901, 1902, 1903, 1904, 1905, 1906, 1907 AND 1908.

Magnitude.	Year.								
	1901	1902	1903	1904	1905	1906	1907	1908	Total
2,000 and over .....	3		5	2		1	3	2	16
1,000 to 2,000 .....	3	2	5	3	4	4	10	2	33
500 to 1,000 .....	5	1	10	2	5	6	7	4	40
300 to 500 .....	5	8	9	9	4	6	9	9	59
200 to 300 .....	4	7	18	2	4	15	7	6	63
100 to 200 .....	4	15	23	10	15	14	18	7	106
50 to 100 .....	14	21	19	15	17	29	28	12	155
25 to 50 .....	24	28	34	23	17	32	28	7	193
6 to 25 .....	31	37	36	35	21	30	31	16	237
Unknown .....	11	4	1	2		1	5	1	25
Total.....	104	123	160	103	87	138	146	66	927

DEPARTMENT OF LABOUR, CANADA.  
STATISTICAL CHART, IX, A. R. No. 1

CHART SHOWING VARIATION IN NUMBER OF EMPLOYEES INVOLVED IN TRADE  
DISPUTES IN CANADA EACH MONTH DURING 1901 TO 1908 INCLUSIVE.



1901 —

1905 —

1902 —

1906 —

1903 —

1907 —

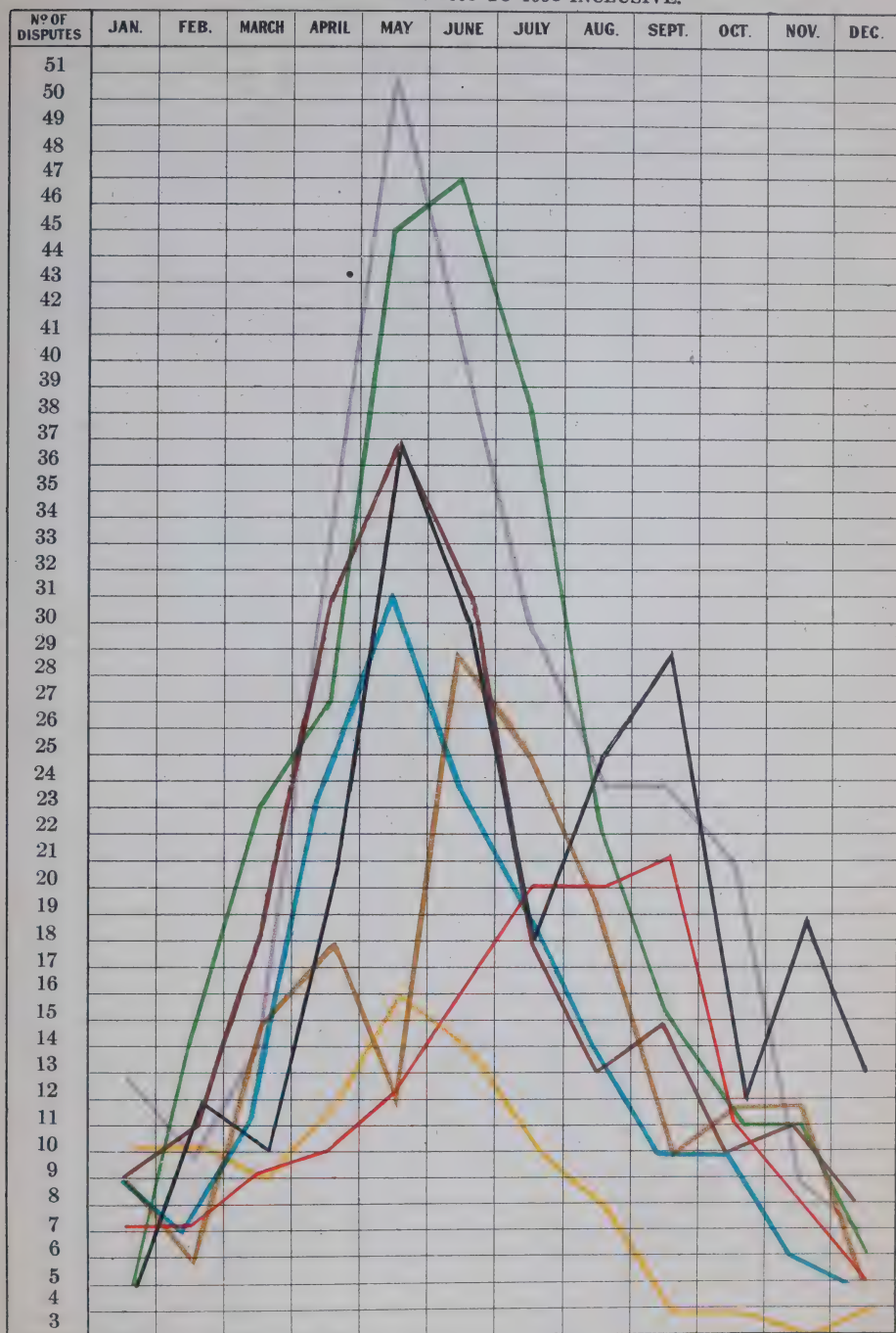
1904 —

1908 —





DEPARTMENT OF LABOUR, CANADA.  
 STATISTICAL CHART, IX, A. R. No. 2  
 CHART SHOWING THE NUMBER OF TRADE DISPUTES BY MONTHS IN CANADA  
 DURING THE YEARS 1901 TO 1908 INCLUSIVE.

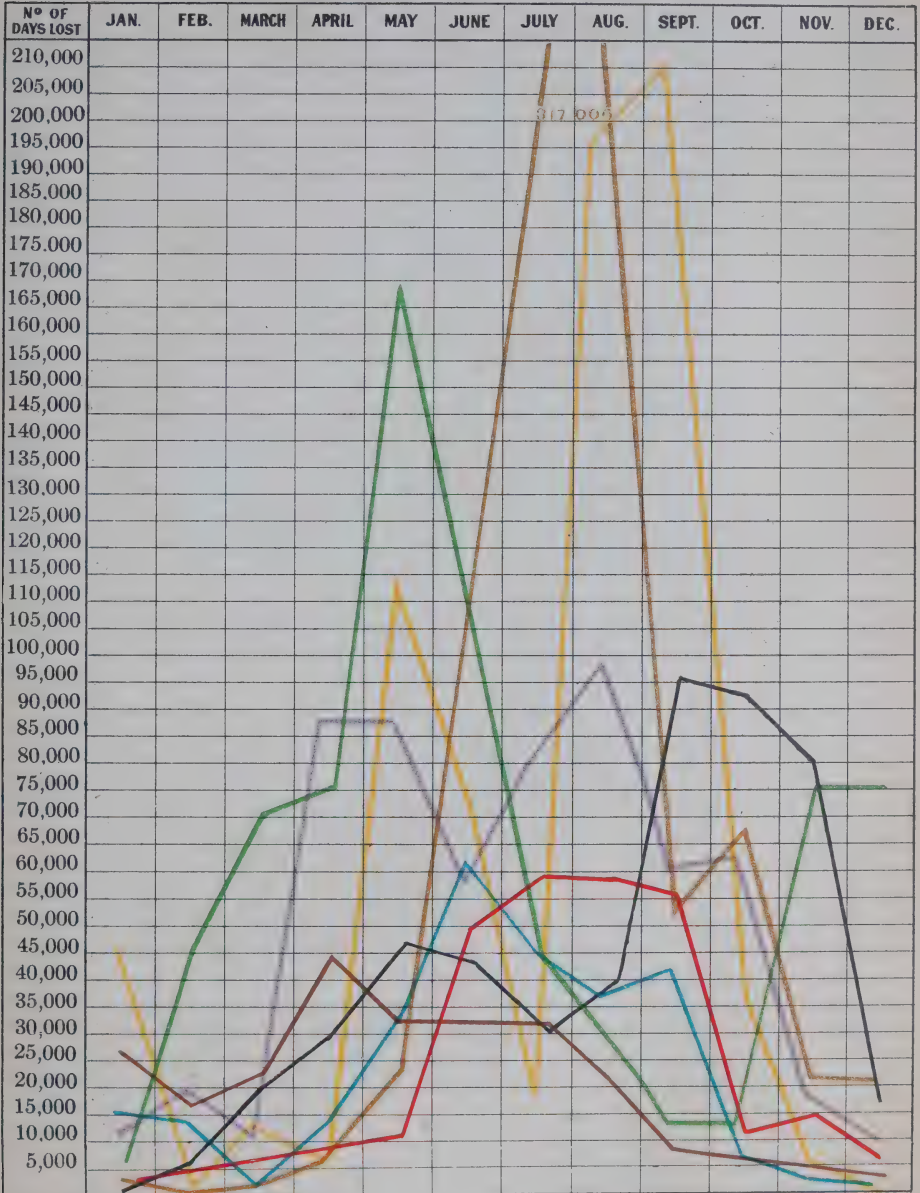


1901 —  
 1902 —  
 1903 —

1904 —  
 1905 —  
 1906 —  
 1907 —  
 1908 —



CHART SHOWING LOSS OF TIME IN WORKING DAYS THROUGH TRADE DISPUTES  
BY MONTHS DURING THE YEARS 1901 TO 1908.



1901	1905
1902	1906
1903	1907
1904	1908





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The following table shows the approximate number of employees affected by trade disputes during 1908, according to the month in which they began :—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 14.

## TOTAL NUMBER OF EMPLOYEES INVOLVED IN TRADE DISPUTES, WHICH BEGAN DURING THE CALENDAR YEAR 1908.

	Directly.	Indirectly.	Total.
January.....	1,795	414	2,209
February.....	350	150	500
March.....	1,353	.....	1,353
April.....	854	25	879
May.....	9,366	340	9,706
June.....	608	100	708
July.....	465	3	468
August.....	9,182	.....	9,182
September.....	135	40	175
October.....	390	150	540
November.....	48	371	419
December.....	111	.....	111
	24,657	1,593	26,250

The above figures show that the greatest number of employees were involved in trade disputes which began in the month of May, the month of August coming next. In only two other months, namely, January and March, were more than 1,000 employees involved in new disputes, whereas in 1907, there were 9 months in which more than 1,000 employees were involved.

The following table shows approximately the number of firms or establishments affected by trade disputes during the year:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 15.

## APPROXIMATE NUMBER OF FIRMS OR ESTABLISHMENTS AFFECTED BY TRADE DISPUTES IN CANADA, WHICH BEGAN DURING THE CALENDAR YEAR 1908.

Month.	Number of firms affected.		Total
	Directly.	Indirectly.	
January.....	7	.....	7
February.....	6	.....	6
March.....	11	.....	11
April.....	24	6	30
May.....	56	.....	56
June.....	15	.....	15
July.....	32	.....	32
August.....	6	.....	6
September.....	2	.....	2
October.....	2	.....	2
November.....	2	.....	2
December.....	4	.....	4
Total.....	167	6	173

From this table it may be seen that more employers were affected by disputes which began in May than in any other month. The month of July came next followed closely by April. In the four months from April to July, no less than 133 firms were affected, out of a total of 173 for the whole year.

## DISPUTES BY MONTHS.

The preceding tables show that the greatest number of disputes occurred in the month of May, April having the next highest number. The table given below shows the number of disputes by months during the last eight years.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 16.

TABLE SHOWING TRADE DISPUTES IN CANADA BY MONTHS DURING THE YEARS 1901, 1902, 1903, 1904, 1905, 1906, 1907 AND 1908.

Month.	Number of Disputes.								
	1901	1902	1903	1904	1905	1906	1907	1908	Total.
January.....	7	8	6	9	6	12	8	7	63
February.....	3	5	12	5	4	6	3	6	44
March.....	13	12	22	9	6	8	8	5	83
April.....	12	20	23	20	8	13	28	9	133
May.....	7	27	29	23	11	28	33	14	170
June.....	23	18	23	9	12	14	20	6	125
July.....	14	7	15	6	13	8	15	3	81
August.....	5	6	11	6	8	17	12	6	71
September.....	5	9	7	3	9	15	8	2	58
October.....	5	4	6	8	3	3	7	2	38
November.....	7	7	3	2	3	12	3	2	39
December.....	3	.....	3	3	4	2	3	4	22
Total.....	104	123	160	103	87	138	146	66	927

The variation in the total number of trade disputes in existence from month to month during the years 1901 to 1908, inclusive, is shown in Chart No. 2, following page 160.

## NUMBER OF DISPUTES ACCORDING TO INDUSTRIES AND TRADES AFFECTED.

The following table indicates the number of disputes in the various industries and trades during the year 1908:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 17.

TABLE SHOWING INDUSTRIAL DISPUTES BY INDUSTRIES AND TRADES IN CANADA DURING THE CALENDAR YEAR 1908.

Trades.	Number of Disputes.												
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
Agriculture.....													
Fishing.....													
Lumbering.....	1		1				1		1				4
Mining and quarrying.....	1	1		2	3	1						2	10
Building.....				4	4	1	1	1				1	12
Metal working and shipbuilding.....	3			1	2	2		1					9
Wood working and furnishing trades.....	1												1
Textile trades.....		2	1		3								6
Clothing trades.....		2									2	1	5
Food and tobacco preparation.....	1												1
Leather.....													
Printing and book-binding.....			1										1
Transport.....				2	1		1	2	1				7
Unskilled labour.....		1	1		1	2		2		1			8
Miscellaneous trades.....			1							1			2
Tota.....	7	6	5	9	14	6	3	6	2	2	2	4	66



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The following table shows approximately the number of employees affected by trade disputes during 1908, according to their respective trades and industries:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 18.

TABLE SHOWING BY TRADES AND INDUSTRIES APPROXIMATE NUMBER OF EMPLOYEES AFFECTED BY TRADE DISPUTES IN CANADA DURING THE CALENDAR YEAR 1908.

Industry or Trade.	Approximate No. of Employees.
Lumbering.....	428
Mining and quarrying.....	4,039
Building.....	1,561
Metal working and shipbuilding.....	960
Textile trades.....	7,542
Clothing trades.....	950
Food and tobacco preparation.....	83
Printing and bookbinding.....	40
Transport.....	8,482
Miscellaneous trades.....	416
Unskilled labour.....	1,695
Total.....	26,196

From the above table it may be seen that there were more employees affected in the transportation industries than in any other. This was due to the general strike of machinists of the Canadian Pacific Railway Company. The next highest number was in the textile trades followed by the mining and quarrying industries.

The following table shows the number of disputes in each trade or industry from 1901 to 1908, inclusive, from which it may be seen that by far the largest number have been in the building and metal trades:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 19.

TABLE SHOWING INDUSTRIAL DISPUTES BY INDUSTRIES AND TRADES IN CANADA DURING THE YEARS 1901, 1902, 1903, 1904, 1905, 1906, 1907 AND 1908.

Trades.	Number of Disputes.								Total.
	1901	1902	1903	1904	1905	1906	1907	1908	
Agriculture.....					2				2
Building.....	14	28	44	29	19	29	45	12	220
Metal.....	23	31	17	16	13	21	17	9	147
Woodworking and lumbering.....	4	10	9	3	2	12	6	5	51
Textile.....	6	1	5	3	1	4	6	6	32
Clothing.....	10	9	11	12	11	9	17	5	84
Food and tobacco preparation.....	9	10	6	11	4	8	50	1	50
Leather.....	1	3	4	1		3	5		17
Printing and bookbinding.....	2	3	3	5	7	6	2	1	29
Transport.....	4	4	18	2	4	15	14	7	68
Longshoremen.....	5	4	4		1	1	3		18
Mining.....	5	3	9	6	12	13	14	10	72
Fishing.....	2	1	1	2		1	1		8
Unskilled.....	11	6	9	3	2	12	7	8	58
Miscellaneous.....	8	10	20	10	9	5	7	2	71
Total.....	104	123	160	103	87	138	146	66	927

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## DISPUTES BY LOCALITIES AFFECTED.

The following table shows the number of trade disputes which occurred in the different provinces of Canada classified according to the months in which they began:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 20.

TABLE SHOWING TRADE DISPUTES IN CANADA BY PROVINCES DURING THE  
CALENDAR YEAR 1908.

Province.	Number of Disputes.												
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
Nova Scotia.....		1			2								3
Prince Edward Island.....													6
New Brunswick.....			2	1		1		2					6
Quebec.....	3	4	1		5		1	1	1	1	1	1	19
Ontario.....	3	1	1	6	4	3	2	2	1	1	1	1	26
Manitoba.....			1										1
Saskatchewan.....						1							1
Alberta.....				1	1							1	3
British Columbia.....	1			1	2	1						1	6
More than one province affected.....								1					1
Total.....	7	6	5	9	14	6	3	6	2	2	2	4	66

The number of disputes which took place in each province during the past eight years is given on the table below, from which it appears that out of 927 disputes, 443 occurred in the Province of Ontario and 206 in the Province of Quebec.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 21.

TABLE SHOWING TRADE DISPUTES IN CANADA ACCORDING TO PROVINCES  
FOR THE YEARS 1901, 1902, 1903, 1904, 1905, 1906, 1907 AND 1908.

Locality.	Number of Disputes.								
	1901	1902	1903	1904	1905	1906	1907	1908	Total
Nova Scotia.....	5	12	7	7	7	11	12	3	64
Prince Edward Island.....	...	2	...	...	...	...	...	...	2
New Brunswick.....	3	7	7	2	5	8	8	6	46
Quebec.....	29	20	33	31	21	24	29	19	206
Ontario.....	53	65	83	52	32	61	71	26	443
Manitoba.....	3	8	1	4	9	9	6	1	41
Saskatchewan.....	...	...	...	...	...	...	1	1	2
Alberta.....	...	1	5	1	2	13	6	3	31
British Columbia.....	10	8	24	4	10	12	11	6	85
More than 1 province affected.....	1*	...	...	2†	1††	...	2§	1	7
Total.....	104	123	160	103	87	138	146	66	927

\* Dispute affected all provinces in Dominion with exception of Prince Edward Island.

† First dispute affected Ontario, Manitoba, Saskatchewan and Alberta; second affected same provinces with the addition of British Columbia.

†† Dispute took place in Quebec and Ontario.

§ One dispute took place in Quebec, Ontario and Manitoba, and the other in Alberta and British Columbia.

§§ Dispute affected all provinces except Prince Edward Island and Nova Scotia.

## LOSS OF TIME IN WORKING DAYS.

The following table shows the number of working days estimated to have been lost by employees through trade disputes each month during 1908:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 22.

TABLE SHOWING LOSS OF TIME IN WORKING DAYS TO EMPLOYEES THROUGH TRADE DISPUTES IN CANADA BY MONTHS DURING 1909.

Month.	Loss in Working Days.
January .....	47,670
February .....	2,319
March .....	13,273
April .....	7,343
May .....	114,900
June .....	72,293
July .....	19,390
August .....	195,235
September .....	210,435
October .....	37,880
November .....	5,174
December .....	531
Total.....	718,443

Chart No. 3, following page 160, shows the variation from month to month in the number of working days lost in each of the years from 1901 to 1908, inclusive.

The following table shows the approximate loss of time to employees through trade disputes during the year classified according to the various trades and industries affected:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 23.

TABLE SHOWING APPROXIMATE LOSS OF TIME TO EMPLOYEES THROUGH TRADE DISPUTES IN CANADA DURING THE YEAR 1908, CLASSIFIED ACCORDING TO TRADES AFFECTED.

Industry or Trade	Approximate loss of time in working days.
Lumbering.....	14,065
Mining.....	41,937
Building trades.....	20,960
Metal and shipbuilding trades.....	51,887
Woodworking trades.....	1,326
Printing and bookbinding.....	360
Textile trades.....	134,462
Clothing trades.....	17,058
Food and tobacco preparation.....	1,328
General transport.....	425,572
Miscellaneous trades.....	5,648
Unskilled labour.....	3,840
Total .....	718,443



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## CAUSES OF TRADE DISPUTES.

The principal causes of the strikes and lockouts which took place in 1908 are set forth in the following table arranged according to the months in which they began:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES IX. A. R. No. 24.

TABLE SHOWING BY MONTHS THE CAUSES OF TRADE DISPUTES WHICH  
BEGAN IN CANADA DURING 1908.

Causes.	Number of Disputes.												
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
For increase in wages .....		2	1	5	3	3	1	3	1		2		21
Against reduction in wages .....	5	1	1	1	4		1	1					14
For increase in hours .....					1	1				1			3
For increase in wages and decrease in hours .....				1									1
For increase in wages and against increase in hours .....													1
For decrease in hours and other changes .....				1		1							1
Against increase in hours .....		1						1					2
Against employment of non-unionists .....	1				1							1	3
Against employment of persons other than non-unionists .....			1										1
Against discharge of employees .....		1	1		3		1						6
Dispute over pay day .....												1	1
Against conditions of employment .....						1		1				1	3
Against reduction in wages and increase in hours .....			1										1
Against reduction in wages and employment of non-unionists .....					1								1
Against delay in payment of wages .....									1				1
Sympathetic .....	1	1								1			1
Unclassified .....	1	1		1	1							1	5
Total .....	7	6	5	9	14	6	3	6	2	2	2	4	66

The following table shows the causes of trade disputes which began in each year from 1901 to 1908:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 25.

TABLE SHOWING CAUSES OF TRADE DISPUTES IN CANADA WHICH BEGAN  
DURING 1901, 1902, 1903, 1904, 1905, 1906, 1907 AND 1908, RESPECTIVELY.

Causes.	Number of Disputes.								
	1901	1902	1903	1904	1905	1906	1907	1908	Total.
For increase in wages .....	48	54	60	36	30	55	65	21	369
Against reduction in wages .....	10	7	7	7	8	3	3	14	59
For decrease in hours .....	1	7	8	3	3	7	11	3	43
For increase in wages and decrease in hours .....	5	14	18	8	4	7	8	1	65
Against employment of particular persons .....	13	8	13	16	9	13	20	4	96
Against conditions of employment .....		5	5	4	8	3	5	3	33
For recognition of union .....		5	5	4	1	5	3		23
Sympathetic .....		9	10	3	1	2	2	1	28
Unclassified .....	27	14	34	22	23	43	29	19	211
Total .....	104	123	160	103	87	138	146	66	927

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## METHODS OF SETTLEMENT.

The following table illustrates the methods by which trade disputes were settled during 1908, arranged according to the month in which they were terminated:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 26.

TABLE SHOWING METHODS OF SETTLEMENT OF TRADE DISPUTES IN CANADA DURING 1908.

Method.	Number of Disputes.												
	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.	Total.
Arbitration.....						1					1		2
Conciliation.....	1	1			1					1			4
Negotiations between parties concerned.....	1	1	2		2	2	1	1				3	13
Replacement of strikers.....	1	1	1	5	4	3		1	2				18
Work resumed on employer's terms (without negotiations).....	2	2	2	1	2		5	4	1	2	2		23
Demands of strikers granted (without negotiations).....		1		3			1						5
Work resumed pending government inquiry.....						1							1
Indefinite, unsettled or not reported.....	1						1					1	3
Total.....	6	6	5	9	9	7	8	6	3	3	3	4	69

A comparison of the methods of settlement of trade disputes during the years from 1901 to 1908 is given below:

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 27.

TABLE SHOWING METHODS OF TRADE DISPUTES IN CANADA DURING 1901, 1902, 1903, 1904, 1905, 1906, 1907 AND 1908.

Method.	Number of Disputes.								
	1901	1902	1903	1904	1905	1906	1907	1908	Total.
Arbitration.....	5	6	6	4		3	4	2	30
Conciliation.....	6	5	14	5	3	4	7	4	48
Negotiations between parties concerned.....	55	73	77	37	41	67	66	13	429
Replacement of men.....	13	12	15	10	24	18	26	18	136
Work resumed on employer's terms (without negotiations).....	13	20	26	25	12	28	26	23	173
Demands of strikers granted (without negotiations).....			19	7	5	3	2	5	41
Work resumed (employer not involved).....					1	4	5		10
Employment found elsewhere by strikers.....						3	3		6
Unsettled at end of year.....	12	5	12	13		9	12	1	64
Not reported.....		2	1	2	1			3	9
Total.....	104	123	170	103	87	139	151	69	946

Most of the disputes in the above table marked unsettled were terminated in the year following the one in which they are placed.

## RESULTS OF TRADE DISPUTES.

The following table shows the results of trade disputes which were in existence during 1908, arranged according to the months in which they were terminated :—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 28.

TABLE SHOWING RESULTS OF TRADE DISPUTES IN CANADA DURING 1908.

Result.	Number of Disputes.												Total
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
In favour of employers.....	3	3	4	5	6	5	5	5	3	2	2	....	43
In favour of employees.....	2	2	4	1	1	2	3	1	....	....	....	....	13
Settled by compromise.....	2	1	1	....	2	....	....	....	....	1	1	2	10
Indefinite, unsettled or not reported.....	1	....	....	....	....	....	....	....	....	....	....	2	3
Total.....	6	6	5	9	9	7	8	6	3	3	3	4	69

The results of trade disputes which have taken place in Canada during the past eight years are shown in the following table:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 29.

TABLE SHOWING RESULTS OF TRADE DISPUTES IN CANADA DURING 1901, 1902, 1903, 1904, 1905, 1906, 1907 AND 1908.

Results.	Number of Disputes.								Total.
	1901	1902	1903	1904	1905	1906	1907	1908	
In favour of employers.....	40	35	46	34	37	45	57	43	337
In favour of employees.....	39	46	45	24	24	41	33	13	265
Settled by compromise.....	22	33	46	28	15	23	39	10	216
Employees partially successful.....	....	....	....	6	....	6	3	....	15
No change (employers not concerned).....	....	....	....	....	1	3	3	....	7
Indefinite (unsettled or terms unknown).....	....	4	10	9	10	22	16	3	74
Total.....	101	118	147	101	87	140	151	69	914



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The following table contains an analysis of the principal causes of the trades disputes which began during 1908, classified according to their results:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 30.

TABLE SHOWING CAUSES AND RESULTS OF TRADE DISPUTES IN CANADA  
DURING THE CALENDAR YEAR 1908.

Causes.	Results.				Total.
	In favour of employers.	In favour of employees.	Settled by compromise.	Indefinite, unsettled or terms not reported	
For increase in wages .....	13	5	4		22
Against reduction in wages .....	8	3	2	1	14
For decrease in hours .....	1		1	1	3
For increase in wages and decrease in hours .....		1			1
For increase in wages and against increase in hours .....	1				1
For decrease in hours and other changes .....		1			1
Against increase in hours .....	2				2
Against employment of non-unionists .....	2			1	3
Against employment of persons other than non-unionists .....	1				1
Against discharge of employees .....	6				6
Dispute over pay day .....			1		1
Against conditions of employment .....	3		1		4
For increase in wages, shorter hours and closed shops .....		1			1
Against reduction in wages and increase in hours .....			1		1
Against reduction in wages and employment of non-unionists .....	1				1
Against delay in payment of wages .....	1				1
Sympathetic .....	1				1
Unclassified .....	3	2			5
	43	13	10	3	69

### XIII.—INDUSTRIAL ACCIDENTS IN CANADA DURING 1908, WITH COMPARATIVE STATISTICS FOR THE YEARS 1904, 1905, 1906 AND 1907.

The statistics relating to industrial accidents collected by the Department during the calendar year 1908, show a considerable decrease in the number of accidents recorded as compared with the preceding year. In all, 1,272 fatal and 2,277 non-fatal accidents were reported in 1908, compared with 1,353 fatal and 2,752 non-fatal accidents in 1907. The decrease is doubtless to be attributed to the falling off in general industrial activity which followed the financial stringency of the autumn of 1908.

As in previous years, the summer months, during which industrial activity is at its height in Canada, showed a proportionately larger return of accidents.

The branch of industry involving the largest number of fatalities to employees during 1908 was the railway service, in which no fewer than 326 men lost their lives. Agriculture again ranked second with respect to the number of fatalities, the total number of killed being 223. In the mining industry, 148 were killed, and in the lumbering industry, 113. The next highest total was 84, under the heading of navigation.

Of the non-fatal accidents, the largest number occurred in the metal trades, viz., 364, the railway service standing second with 316, and agriculture third with 291.

Of both fatal and non-fatal accidents, some 974, or over 27% of the total of 3,549 recorded for the year, occurred among workmen employed in transportation. In the preceding year fully one-third of the accidents recorded were among transportation employees.

Comparing the record for 1909 and 1908 in the several groups, it will be seen that increases in the number of fatal accidents occurred in the agricultural and fishing industries, in the building and leather trades, and among civic employees and unskilled labourers. In all the other groups decreases are shown, the net decrease for the year being 81. In the number of non-fatal accidents, an increase is shown in the building and food and tobacco preparation trades alone, all the rest recording decreases which, in the net aggregate, amounted to 475, compared with the preceding year. The increase recorded in the building trades is the more remarkable in that the extent of building operations in progress in Canada was considerably less in 1908 than in 1907. It may be pointed out, however, that although building was much more active in 1907 than in 1906 the returns of accidents were lower. The returns for 1908 are still below those for 1906.

Special importance is to be attached in the tables given below to those which set forth the causes of the accidents in the various trades. It will be seen from these that runaways were responsible for the largest number of fatal accidents in the agricultural industry, while this pre-eminence was

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attained by drownings among fishermen, lumbermen and navigation employees, explosions among miners, falls in the building trades, electrical shocks in the metal trades, elevators in the printing and clothing trades, being run over by cars among railway employees, premature blasts among railway construction employees, and falls, flying material and blasts among unskilled labour. Of the non-fatal accidents, the leading causes were: live stock in the agricultural industry, exposure in the fishing industry, machinery and falling material among lumbermen and saw mill employees, explosions and falling stone or earth among miners, falls from scaffolding and buildings among builders, machinery or falling materials in the metal, woodworking, printing, clothing, textile, leather and food and tobacco preparation trades. In the railway service the largest number of non-fatal accidents, viz., 51, occurred through collisions, while under the heading of navigation and general transport the largest number occurred through falls. Among civic employees, 4 were killed and 22 were injured at fires. Eleven unskilled labourers were killed and 59 injured by falling stones, bricks, etc.

The work of collecting and publishing statistics relating to industrial accidents was begun by the department during the year 1904, and the tables which follow are based on the material collected up to the end of the past calendar year. The statistics are gathered from reports appearing in the press of Canada, carefully verified, and from returns received from correspondents of the *Labour Gazette*, from factories and mines inspectors in the several provinces, from the Board of Railway Commissioners of Canada, the Municipal and Railway Board of Ontario, and various individual sources. The only accidents recorded are those incurred by the victims in the course of their employment and causing loss of life or serious impairment in industrial efficiency. Every effort has been made to make the returns as full and reliable as possible, though it is not claimed that they are complete. It is believed, however, that they are essentially accurate, and that they may be accepted as reasonably setting forth the leading elements of danger to employees in the respective occupations.



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A series of charts illustrating the fluctuations by months in the number of industrial fatalities in the trades in which the death rate reaches above twenty during the year is added to the statistical tables.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 31.

TABLE OF FATAL INDUSTRIAL ACCIDENTS DURING 1908.

Trade or Industry.	Number of Accidents according to Months.												Total.
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
Agriculture.....	13	11	18	22	12	28	16	33	17	21	14	18	223
Fishing and hunting.....	5	2	4	5	5	7	...	...	6	1	2	...	37
Lumbering.....	9	6	7	11	29	16	8	9	2	2	8	6	113
Mining.....	5	19	17	9	16	13	10	10	10	12	9	18	148
Building trades.....	1	...	2	5	1	8	4	9	4	5	2	5	46
Metal trades.....	3	4	4	2	7	11	9	10	5	2	3	3	63
Woodworking trades.....	1	1	2	1	1	...	1	...	...	...	...	...	7
Printing trades.....	1	...	...	...	...	...	...	...	...	...	...	...	...
Clothing trades.....	1	...	...	...	...	...	...	...	...	...	1	...	1
Textile trades.....	1	...	...	...	...	...	...	...	...	...	...	1	2
Food and tobacco preparation.....	1	1	1	4	3	1	...	2	...	...	1	...	14
Leather trades.....	...	...	...	1	1	...	...	...	...	...	1	...	3
Railway service.....	30	24	26	32	22	28	22	12	24	27	56	23	326
Navigation.....	7	2	3	2	9	4	10	23	7	5	9	3	84
General transport.....	5	4	1	2	6	5	9	3	7	...	10	2	54
Civic employees.....	3	...	1	5	1	5	...	4	...	...	...	...	19
Miscellaneous trades.....	3	11	1	2	9	6	1	3	9	4	6	6	61
Unskilled labour.....	10	6	5	7	5	4	10	1	10	4	4	5	71
Total.....	97	91	92	110	127	136	100	117	103	83	125	91	1,272

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 32.

TABLE OF NON-FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING 1908.

Trade or Industry.	Number of accidents according to months.												Total.
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
Agriculture.....	16	15	20	11	27	25	45	35	35	18	22	22	291
Fishing, hunting.....	1	1	1	1	1	1	1	1	1	1	1	1	1
Lumbering.....	13	17	4	5	9	14	5	13	3	5	11	16	115
Mining.....	18	19	15	11	8	24	14	14	16	15	16	17	187
Building trades.....	7	1	6	12	16	41	34	21	19	22	24	16	219
Metal trades.....	30	37	34	27	31	39	15	31	30	24	31	35	364
Woodworking trades.....	11	6	19	11	20	11	8	4	5	5	7	9	116
Printing trades.....	1	1	1	1	1	2	1	2	1	1	1	2	12
Clothing trades.....	1	4	3	2	1	1	1	1	1	1	1	1	16
Textile trades.....	9	2	6	1	5	6	2	1	1	1	1	1	37
Food & tobacco preparation.....	4	5	5	5	8	7	3	6	3	7	3	7	63
Leather trades.....	1	1	2	1	1	1	1	1	2	1	1	1	5
Railway service.....	26	28	23	45	31	32	22	22	12	18	36	21	316
Navigation.....	1	1	6	9	8	12	4	8	2	4	5	2	62
General transport.....	10	11	7	11	6	19	13	10	10	13	12	10	132
Civic employees.....	8	7	2	5	3	4	6	3	5	3	5	4	55
Miscellaneous trades.....	9	14	13	18	20	9	9	27	6	11	9	11	156
Unskilled labour.....	9	8	12	11	8	17	9	12	5	14	16	9	130
Total .....	173	177	178	184	201	263	191	209	154	162	198	187	2277

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 33.TABLE SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905,  
1906, 1907 AND 1908.

## AGRICULTURE.

Causes of Accidents.	Killed.					Injured.				
	1904	1905	1906	1907	1908	1904	1905	1906	1907	1908
Struck and run over by trains.....	26	19	23	33	24	7	10	7	13	8
Injured by live stock.....	18	18	29	19	29	19	41	45	44	53
Falling from vehicles.....	14	27	11	.....	.....	24	54	9	.....	.....
Run over by vehicles.....	3	21	4	10	15	6	23	2	6	11
Injured by machines and tools.....	8	14	16	14	17	18	43	78	61	40
Falling from haylofts, barns, stacks, etc	5	13	27	24	21	10	22	62	73	51
Injured when raising barns.....	4	2	.....	.....	.....	7	6	.....	.....	.....
Struck by lightning.....	7	3	18	7	13	.....	.....	2	3	6
Exposure and cold.....	4	.....	6	7	7	.....	2	2	4	6
Struck by falling trees.....	1	8	7	25	.....	3	11	18	21	.....
Injured when sawing and chopping wood.....	1	1	1	.....	.....	10	10	1	.....	.....
Injured by cave-in of pits, etc.....	2	5	.....	.....	22	1	7	.....	.....	40
Injured when blasting.....	1	.....	5	8	9	3	3	10	18	13
Blood poisoning.....	9	.....	3	2	1	10	4	.....	.....	.....
Burned to death in prairie fire.....	.....	.....	1	1	6	.....	.....	.....	.....	2
Drowned.....	.....	.....	8	13	15	.....	.....	.....	.....	.....
Injured in runaways.....	.....	.....	.....	28	36	.....	.....	.....	28	39
Struck by wagon pole.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
Explosion of traction engine.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....
Smothered in snow slide.....	.....	.....	.....	7	.....	.....	.....	.....	.....	.....
Injured by other falling material.....	.....	.....	.....	2	.....	.....	.....	.....	15	.....
Injured by tools.....	.....	.....	.....	2	1	.....	.....	.....	6	17
Stung by bees.....	.....	.....	.....	1	.....	.....	.....	.....	1	.....
Sunstroke.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....
Accidentally shot.....	.....	.....	.....	1	.....	.....	.....	.....	1	.....
Struck by flying objects.....	.....	.....	.....	.....	5	.....	.....	.....	.....	2
Collisions.....	.....	.....	.....	.....	2	.....	.....	.....	.....	3
Unclassified.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
Total.....	103	132	159	209	223	121	241	236	295	291

## FISHING AND HUNTING.

Drowned.....	16	13	15	16	33	.....	.....	.....	.....	.....
Caught in bear trap.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....
Attacked by moose.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....
Injured by falls.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....
Contact with ice hook.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....
Injured by exposure, cold, etc.....	.....	.....	.....	1	4	.....	.....	.....	4	1
Total.....	16	13	15	17	37	1	1	3	4	1

TABLE SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906, 1907 AND 1908—Continued

## LUMBERING AND SAW-MILLING.

Causes of Accidents.	Killed.					Injured.				
	1904	1905	1906	1907	1	1904		1906	1907	1908
Struck by falling trees.....	17	14	25	20	26	3	15	15	9	11
Struck by logs.....	4	4	9	11		6	13	7	10	
Injured by dynamite explosion.....	1	2	5	2	1			6	5	6
Drowned.....	22	13	30	44	39					
Frozen.....		2	1			2		2	1	
Falling of logs.....	1		3	4			2	9	8	
Run over by railway cars.....	3	2	3	4	1	2		3		
Struck by wood flying from saws, etc.	5	8	7	12	2	4	17	9	2	3
Struck by falling lumber.....		2	2			5	8	8		
Struck by axes when chopping trees..						11	15	9	4	
Injured by machines and engines.....	3	8	26	18	21	36	33	88	79	48
Injured by boiler explosions.....	6	10				2	8			
Injured by saws.....	4	6			1	34	15		1	8
Injured by bursting of an emery wheel	1	1	5				20			
Crushed between cars.....	1			1		1	1			
Injured by bursting of refuse machine.		1								
Overwhelmed in mud slides, etc.....	1	2		1	1	14	8			
Gunshot wound.....			2	1	1					
Falls, general.....				2	3					6
Run over by dump cart.....				1						
Killed by a bear.....	1									
Falling material.....				7	12				18	29
Struck by lightning.....									1	
Unclassified.....			1							
Runaways.....					2					1
Being run over.....					4					
Exposure.....										2
Live stock.....										1
Total.....	69	75	119	129	113	120	155	156	138	115

## MINING.

Explosions in mines.....	33	15	20	53	48	11	39	42	67	62
Blasting.....	3	1				13	5			
Falling down mine shafts and chutes.	8	5	8	3	22	3	8	9	1	13
Struck by cars, trips, etc.....	8	2	13	25	24	6	7	14	26	31
Struck by falling stone and earth, etc.	14	19	16	10	32	18	26	9	5	59
Struck by falling coal.....	11	16	32	11		12	18	57	20	
Crushed between cars, car and mine wall, box and pit props, etc.....	1	3	7	4		10	10	16	17	
Machinery, belting, etc.....	2	2	7	8	4		12	14	15	5
Falling from scaffolds and trestles....	3	2				1				
Falling in various ways not specified.	5	1		11		6			6	
Run over by cars.....	1	2	4	3	4	2	4	1	2	12
Struck by falling wood, etc.....		2		29		2	2	1	60	
Crushed by cave-in.....	5			2						
Suffocated by gas, etc.....	6			2	7					
Drowned.....			2	16	6				2	
Struck by snow slides.....			6					3		
Kicked by a mule.....								1	2	
Injured by explosives.....			1						1	
Injured by electric shock.....			3	1	1					
Injured by exposure.....				2					2	
Caught in a "bump".....				1						
Unclassified.....	13					33	4			
Injured by live stock.....										3
Injured by molten metal.....										1
Injured by passing objects.....										1
Total.....	103	70	119	181	148	117	135	167	226	187



TABLE SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906, 1907 AND 1908—Continued

## BUILDING TRADES.

Causes of Accidents.	Killed.					Injured.				
	1904	1905	1906	1907	1908	1904	1905	1906	1907	1908
Falling from buildings.....	13	9	4	5	13	23	48	30	17	39
Falling from scaffoldings, etc.....	5	20	8	2	10	38	78	45	26	98
Falling through a floor.....	2						1			
Collapse of building and wall.....	2					10	9			
Falling from a ladder.....						14	5	7		
Falling in various ways not specified.....	1	3	25	18	7	12	1	109	102	21
Railway accidents.....	4	4	3	2	1	2		1		1
Struck by falling stones and bricks...	3	3	1	1		6	21	3		
Struck by falling timber.....	1		1			13	15	13	3	
Struck by derricks.....	2	1	1	1	1	1	3	5	3	
Struck by falling metal.....						2	2			
Struck by falling window sash.....		1				2				
Struck by other falling material.....	2		2	1	3	2	3	20	26	28
Injured by elevators and hoists.....	2			1	1	2	1	1	2	4
Injured by electric shock.....	3	2			5	1		1		
Injured by tools.....		1				7	11	3	4	
Drowned.....	2	1	6		3		2			
Injured by machinery.....			1		1			17	20	5
Burnt to death.....			3					2	7	16
Injured by explosion.....			2					1		2
Asphyxiated by gas.....			2	1				4		1
Sunstroke or struck by lightning.....									1	2
Injured by wood projected from saw.....				1						
Died from lockjaw.....	1	1				3	1			
Unclassified.....					1					1
Blood poisoning.....										1
Boiling tar.....										
Total.....	43	46	59	33	46	138	201	262	211	219

TABLE SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904,  
1905, 1906, 1907 AND 1908—Continued

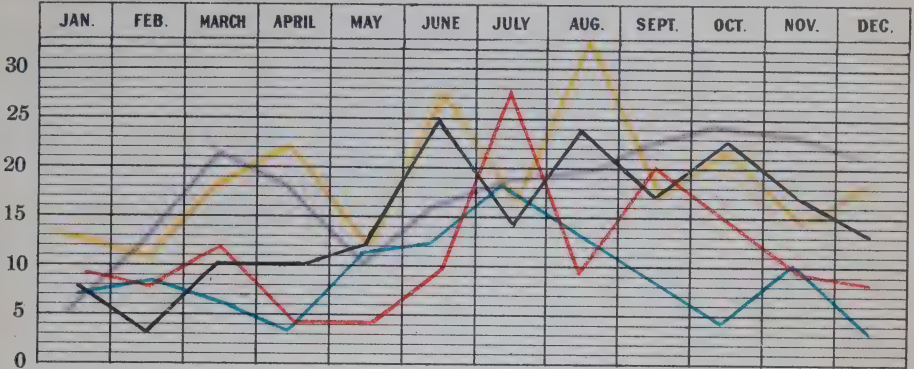
## METAL TRADES.

Causes of Accidents.	KILLED.					INJURED.				
	1904	1905	1906	1907	1908	1904	1905	1906	1907	1908
Injured by machinery, belting &c. ....	12	7	8	15	7	108	147	251	201	131
Injured by tools .....	3	1				15	7	7	6	10
Struck by falling material .....	9	5	7	21	6	92	63	94	129	82
Injured by hot or molten metal .....			1	1		55	40	52	31	
Injured by electric shock .....	5	11	14	16		11	13	8	10	34
Injured by elevators and hoists .....	4	1	1	6	3	14	6	6	15	4
Falling from scaffold, &c. ....	9	5	7			9	22	25		
Collapse of scaffolding .....	2		1			11	2	15		
Falling from buildings .....	4		1	14		6	3		102	
Falling from bridges .....	4	3				2	5	1		
Falling from poles .....	3	1				11	5			
Falling in various ways not specified ..	4	2	2		17	22	14	40		46
Injured by derricks and cranes .....	1	5	2	1		4	9	1	2	1
Bursting of wheels .....	2	2				3	5	4		
Injured by boiler explosions .....	2	3	2		4	14	5	7		3
Struck by falling wood, poles, &c. ....	5	1	4			1	10	33	16	
Injured by saws .....						2				
Injured by shears .....						6	4			
Injured by drop hammers .....						7	3	1		
Injured by trip hammers .....						6	7		1	
Overcome by gas .....	1	1	1			2			1	
Scalded by water, steam, &c. ....		1	5			9	4	3		
Injured by electricity .....					19		1	1		18
Injured by explosions of gas, powder, &c. ....				1	1	4	6	4	44	15
Crushed by presses .....						24	26	3		
Crushed by cars .....		3	1	5	3	2	5		7	13
Struck by wood flying from a saw .....						1	2			
Struck by lever .....	1						1			
Struck by hook .....						1	1			
Crushed between girders .....						2	1			
Crushed in other ways .....			1			4	1	3		
Injured by chains .....						2	1			
Cut by a die .....						1	2			
Run over by a cart .....						1	1			
Drowned .....	2	2	9	3	3					1
Injured when grinding .....							1			
Injured by lathes .....						3				2
Injured by live stock .....				2				3	2	
Sunstroke while repairing boilers .....			1							
Gunshot wounds .....									1	
Dropped dead while shoeing horse .....				1						
Railway accident .....				5					2	3
Collapse of bridge at Quebec .....				63						
Unclassified .....	1	2				35	1			
Foot pierced by nail .....										1
Total .....	74	56	68	154	63	490	424	562	570	364

DEPARTMENT OF LABOUR, CANADA.  
STATISTICAL CHART, VIII, A. R. NO. 4

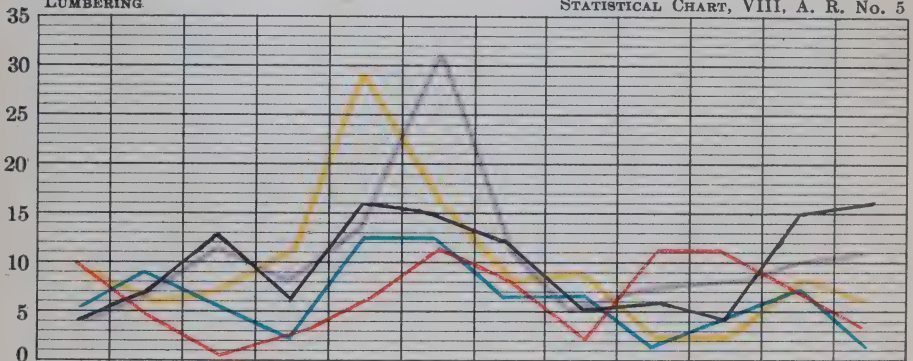
DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS  
TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1906.

AGRICULTURE



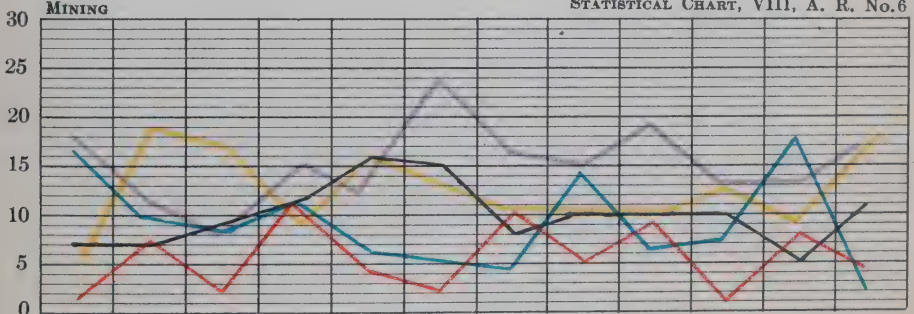
LUMBERING

STATISTICAL CHART, VIII, A. R. NO. 5



MINING

STATISTICAL CHART, VIII, A. R. NO. 6



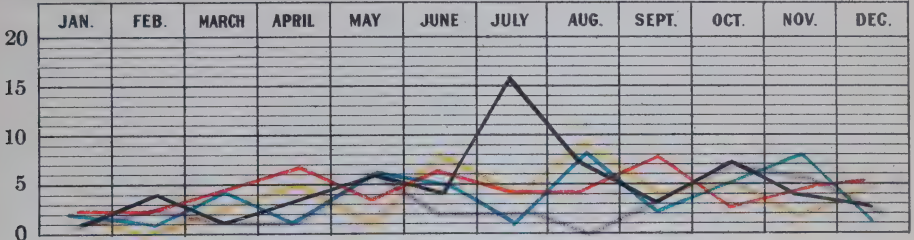
1904 ———  
1905 ———  
1906 ———  
1907 ———  
1908 ———





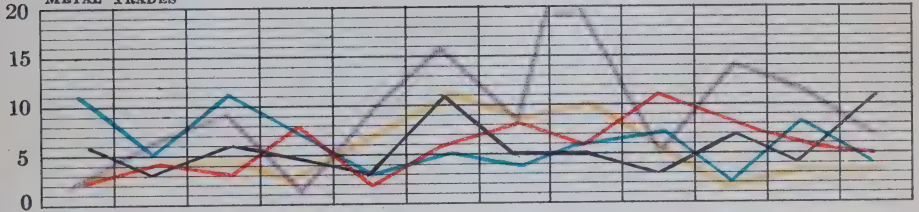
DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS  
TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1906.

BUILDING TRADES



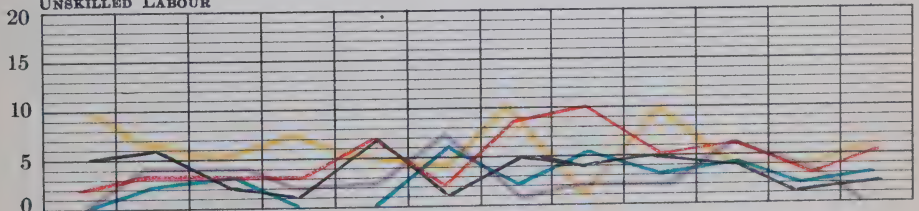
METAL TRADES

STATISTICAL CHART, VIII, A. R. No. 8



UNSKILLED LABOUR

STATISTICAL CHART, VIII, A. R. No. 9



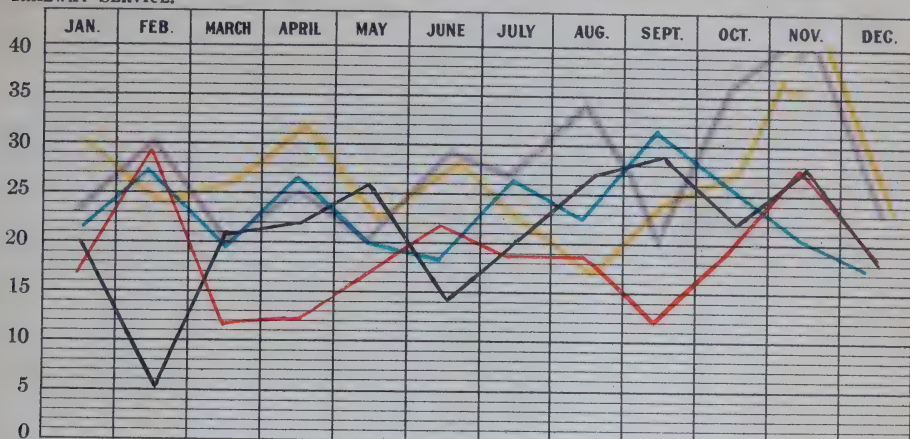
- 1904 ———
- 1905 ———
- 1906 ———
- 1907 ———
- 1908 ———





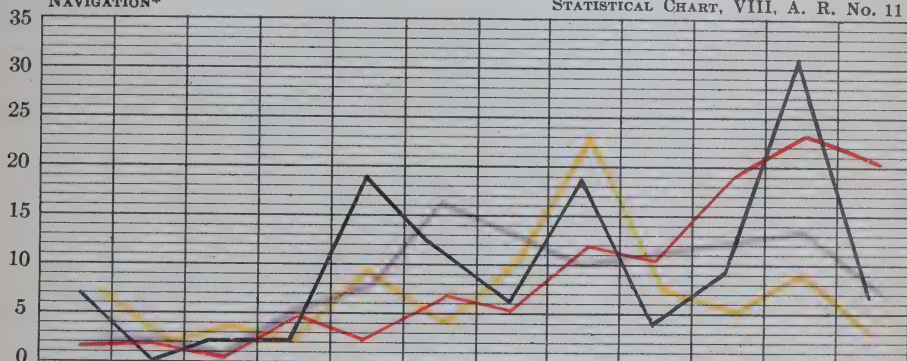
DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS  
TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1906.

RAILWAY SERVICE.



NAVIGATION\*

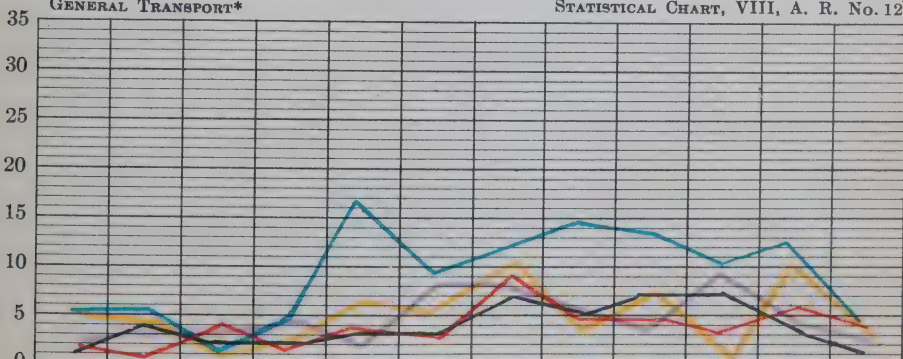
STATISTICAL CHART, VIII, A. R. No. 11



\*Classified with General Transport in 1904.

GENERAL TRANSPORT\*

STATISTICAL CHART, VIII, A. R. No. 12



\*Including Navigation in 1904.

- 1904 — blue line
- 1905 — red line
- 1906 — black line
- 1907 — purple line
- 1908 — yellow line



## SESSIONAL PAPER No. 36

TABLE SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906, 1907 AND 1908—Continued

## WOODWORKING TRADES.

Causes of Accidents.	KILLED.					INJURED.				
	1904	1905	1906	1907	1908	1904	1905	1906	1907	1908
Injured by machinery, belting &c.....	3	3	2	5	3	46	28	118	123	88
Injured by saws.....	1		1		1	45	46			
Struck by wood flying from saws, planers, &c.....	3	1	1		2	7	6	3	8	12
Scalded by boiling water.....	2	1			1	1	1			1
Injured by elevators and hoists.....	2	1		2		2	4	1	1	1
Injured by shapers.....						10	6			
Injured by planers.....						6	15			
Injured by jointers.....						6	9			
Injured by knives.....						4	5			
Injured by other tools.....						3	2			
Injured by cutters.....						3	2			
Injured by sanding disc.....						3	2			
Injured by presses.....						2				
Struck by falling material.....				1		3	3	2	5	10
Injured by spindle carver.....						1				
Falling from vehicle.....	1						2			
Falling and jumping from a building.....						2				
Falling in ways not specified.....						3	6	4	1	4
Railway accidents.....		2					1			
Explosion of boiler.....								5		
Unclassified.....						7	2			
Total.....	12	8	4	8	7	154	140	133	138	116

## PRINTING TRADES.

Crushed in presses.....						5	8	17	20	
Crushed in printing machines.....						3	4			12
Struck by a falling mould.....						1	1			
Hot metal and other material.....							3			
Injured by knives.....							1			
Elevator accidents.....		1		1			1		3	
Explosion of magnesium powder.....							1			
Total.....		1		1		9	19	17	23	12

## CLOTHING TRADES.

Injured by elevators and hoists.....	1	2	2	1		4	6	4	1	1
Kicked by a horse.....							1		1	
Injured by machinery, belting, etc.....		1			1	8	21	11	18	13
Injured by mangles.....						4	1			
Injured by presses.....						2	2			
Injured by falling.....							1	1	1	
Injured by falling material.....							1	2	3	2
Explosion of acetylene gas.....							1	1		
Mistaken use of nitrate of potash.....							2			
Unclassified.....	2					3				
Total.....	3	3	2	1	1	21	36	19	24	16



TABLE SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904,  
1905, 1906, 1907 AND 1908—Continued

## TEXTILE TRADES.

Causes of Accidents.	Killed.					Injured.				
	1904	1905	1906	1907	1908	1904	1905	1906	1907	1908
Injured by machinery, belting, etc...	2	.....	1	1	1	13	13	41	29	34
Injured by a loom.....						2	5			
Injured by a picker.....						1	2			
Injured by a shuttle.....						1	1			
Injured by a spindle.....						1	1			
Injured by an elevator.....			1		1	1	2			
Falling from a building, etc.....		1				1	1		1	2
Collapse of a building.....						1	1			
Injured by drawing frame.....							2			
Run over by train.....		1								
Ignition of cotton, etc.....			1	2				1	3	
Falling material.....								3	8	1
Unclassified.....	1					2	2			
Total.....	3	2	3	3	2	23	30	46	41	37

## FOOD AND TOBACCO PREPARATION.

Injured by machinery, belting, etc...	1	.....	5	3	2	12	23	27	22	23
Falling from vehicles.....		2		1	1	6	10	2	2	5
Falling from a ladder.....					1	1	3			
Falling in various ways not specified..	3		4			9	6	14	17	6
Injured by bursting bottles.....	1					2	4			
Run over by cars.....	1	1			2		2			
Injured by elevators.....		1	1	3	3	4	6	2	3	9
Scalded by hot water.....						3	4	10		4
Injured by falling of tree.....		1					1			
Injured by live stock.....		1		1			2	2	2	4
Crushed by goods in workshop, etc.....					2	3	2			2
Injured by a knife or tools.....			1		3	1	2	7	2	4
Injured by a dough mixer.....						1	2			
Explosion of gas, etc.....		2	1	2			9	7	12	3
Drowned.....			3	1						
Smothered in grain bin.....			2							
Electric shock.....				3				1	2	
Dropped dead while fighting fire.....			1							
Railway accident.....			1	3						
Falling material.....			1	1				7	12	3
Unclassified.....		1				13				
Total.....	6	9	20	18	14	55	76	79	74	63

## LEATHER TRADES.

Injured by machinery, belting, etc...	1	4	2	.....	1	1	6	11	2	4
Burned in a fire.....		2								
Falling.....			1				1	2	1	
Unclassified.....	1					3				
Injured by elevator.....					2					1
Injured by boiling tallow.....										
Total.....	2	6	3	.....	3	4	7	13	3	5

## SESSIONAL PAPER No. 36

TABLE SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906, 1907 AND 1908—Continued

## RAILWAY SERVICE.

Causes of Accidents.	Killed.					Injured.				
	1904	1905	1906	1907	1908	1904	1905	1906	1907	1908
Struck by engines, etc.	53	37	27	42	15	35	27	44	16	16
In collisions	33	25	45	37	33	77	43	54	39	51
Derailing of engines, etc.	18	16	12	30	25	24	33	29	18	42
When coupling	12	20				24	35			
Falling from trains and cars	22	6	14	17	15	49	31	53	52	47
Falling from train and run over	26	39				3	16			
Foot catching in frogs, etc., and run over	5	3				5	6			
Run over by trains, etc., in other ways	47	23	62	106	95	23	10	33	44	33
Injured by boiler explosions	3	3	5	2	4	5	12	4	2	13
Injured by blasting, dynamite, etc.	20		43	51	76	12	9	41	49	23
Crushed between cars, engines, etc.	10	20	21	33	16	16	28	30	58	28
Crushed in round-houses and shops	2					5	3			
Striking objects when on moving trains and cars	1	4	5	2	6	2	23	3	5	4
Injured by falling snow and rock, etc.	4		6	11	19	3	3	18	46	33
Injured by electric shock	2						1			
Struck by falling freight	1					8	10			
Struck by falling metal		6				5	16		1	
Falling in other ways	4	2				15	4			
Injured by tools						3	3	4	3	
Injured by machinery, belting, etc.		1	1		6		9	10	4	16
Injured by an elevator		2				1				
Drowned			4	8	9					
Asphyxiated by gasoline fire			2		3					
Struck by lightning			4		1					1
Lost on prairie, frozen			1							
Burnt to death				2	1					
Sunstroke				1	1					
Injured by flying material										4
Blood poisoning					1					
Unclassified	10	8				30	9			
Total	273	215	252	342	326	342	331	323	337	316

## NAVIGATION.\*

Causes of Accidents.	Killed.				Injured.			
	1905	1906	1907	1908	1905	1906	1907	1908
Drowning	101	92	62	46				
Injured by falling material		3	5	3	20	24	19	22
Caught in hawser					1			
Falling into hold, etc.	8	9	17	18	20	18	30	23
Explosions of gas, etc.	8	1	1	8	14	5	12	6
Struck by engine	2	3	2					
Struck by merchandise		1			5	5		
Struck by derricks, cranes, etc.	4		6		14		1	2
Injured by fire on vessel	1	1	5	3	11		4	1
Frozen to death	1							
Electric shock		1	1					
Injured by machinery		2	1	2		1	6	5
Crushed between wharf and vessel		2					1	
Discharge of firearms						1		
Struck by passing object		1						1
Exposure		1				6	1	
Injured by railways				4				
Injured by vehicles								1
Sunstroke								1
Unclassified	3							
Total	128	117	100	84	85	61	74	62

\* This group of trades was included with general transport in 1904.

TABLE SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904,  
1905, 1906, 1907 AND 1908—Continued

## GENERAL TRANSPORT.

Causes of Accidents.	Killed.					Injured.				
	1904	1905	1906	1907	1908	1904	1905	1906	1907	1908
Drowned.....	33	69	4	9	1				64	
Falling on board ship.....	6	9				14	22			
Falling from vehicles.....	50	6	8		3	59	52	20		8
Falling from vehicles and run over ..	1	6	4	11	7		10	16	11	8
Falling from scaffolding.....			2			1	2			
Falling from a building.....	1									
Falling in various ways not specified..	2				11	7		56		49
Crushed between a boat and wharf....	2	3				4	4			
Injured by elevators and hoists.....	6	3	1			6	4		6	
Injured by blastings and explosions....	3						1		1	
Struck by trains.....	4	5	5	2	4	3		8	10	1
Run over by trains and cars.....	3	3	2	2		3	5		9	
Run over by vehicles.....	1	1				6	2			
Collisions with street cars.....		3			4	6	24			13
Struck by timber, wood, etc.....	4		1	2		10	22		3	
Struck by wagon loads.....	3	1				4	2			
Struck by buckets.....	3				1	1				2
Injured by machinery, belting, etc....	4	3		2		2	13	7	2	
Struck by freight.....	2		2	3		5	10	7	14	
Struck by falling coal.....	2					1	1			
Crushed between cars and vehicles....	2						1			
Injured by falling earth, etc., in cave-in	3		1	3	8	1	1	6		13
Derailing of a train.....	1						1			
Injured by live stock.....	5	3	2	8	5	8	15	20	13	17
Exposure.....	1	1	1				2			
Crushed between cars and shed, etc....	1			3			3		13	
Struck by lightning.....						1				
Struck by falling metal.....						3	2	19		
Struck by vehicles.....						3	2		6	
Scalded.....						2				
Caught by hawsers and anchor chains..						3	1			
Burned in fire on a ship.....		3	1		1	2	11			4
Struck by a pulley.....						2				
Struck by falling bricks.....		1						6		
Collisions.....			12	5		1		13	13	28
Runaways.....				4	9				11	16
Electric shock.....				1					2	1
Unclassified.....		20				10	20			
Total.....	103	140	45	55	54	168	234	178	193	135

## CIVIC EMPLOYEES.\*

	1905	1906	1907	1908	1905	1906	1907	1908
Injured by falls on way to fire, at fires, &c.....	4	1	2	4	53	43	29	22
Injured by falling material.....	2		1	6	10	6	27	12
Injured by collision between prison van and street car.....					3		6	
Injured while arresting prisoners....				2	5	7	1	4
Injured while lifting a tile.....	1	1						
Injured in an elevator.....					1	2		
Struck by engine.....		2				1	2	2
Asphyxiated by gas.....		1		3		1		4
Explosion of gas, etc.....			1	2		1	10	2
Run over by vehicles.....				1			2	5
Injured by live stock.....							2	2
Injured by tools.....							1	
Drowned.....			1					
Electric shock.....			1	1				
Machinery.....								2
Total.....	7	5	6	19	72	66	80	55

\* This group was constituted a distinct unit in 1905.



## SESSIONAL PAPER No. 36

TABLE SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906, 1907 AND 1908—Continued

## MISCELLANEOUS TRADES.

Causes of Accidents.	Killed.					Injured.				
	1904	1905	1906	1907	1908	1904	1905	1906	1907	1908
Blasting, explosions of dynamite, &c.	7	5	2	11	11	2	18	19	30	18
Other explosions.....	3	5	2		9	2	9	22		16
Boiler explosions.....		2				4	9			
Injured by machinery, belting, &c.	4	20	7	5	6	26	48	75	48	31
Railway accidents.....	4	3	6	3		8	8		2	14
Falling from vehicles.....	1		2	4	1	4		5	9	
Falling from buildings.....	1	2		1		17	5	1	5	
Collapse of buildings.....	3					16	1			
Falling from scaffolding.....		1	1			3		1		
Falling in various ways not specified	4	7	1	4	10	13	15	56	21	31
Poisonous fumes.....	3	1	9	1		11				
Injured in various ways at fires.....				1		27	3		11	
Struck by falling wood.....	1	1			1	1	6			
Drowned.....	3	16	7	8						
Injured by live stock.....	2	1	1	2		5	5	5	4	
Elevator accidents.....		4	5	2	1	9	1	4	6	17
Injured by cave-in of earth.....			3	3				4		
Injured by electricity.....			1	1	2					1
Injured by exposure.....					2			1	1	1
Suffocated in a fire.....			2							
Heart failure.....			1							
Discharge of firearms.....			1	1	1			2	1	1
Burned to death.....			2	5	2					
Struck by falling material.....			2	9	2			27	30	18
Ruptured artery in struggle with patient.....				1						
Runaways.....					3					6
Smothered in cement.....					1					1
Asphyxiated by gas.....					7					
Injured by tools.....					2					1
Unclassified.....	5	2	1			30	18			
Total.....	41	71	56	62	61	178	159	226	168	156

## UNSKILLED LABOUR.

Falling from buildings.....	4		2			8	7		1	
Falling from scaffolding.....	1		1			6	2			
Struck by falling wood.....		2	4			12	13	15		
Falling from vehicles.....		1		1	8	3	1	25	2	4
Falling in other ways.....	2	4	5	7	12	7	21		22	12
Struck by falling stones, bricks, etc.	5	7	1	14	11	13	35	50	82	59
Injured by elevators and hoists.....		1		1	1	1	5	8	4	1
Injured by caving-in of earth.....	4	5	7	4	7	5	10	3	2	3
Injured by derricks and cranes.....	1	2			5	9	5			
Drowned.....	1	1	7				3			
Blasting, explosions of dynamite, etc.	2	7	1	1	9	15	10	7	5	20
Injured by machinery, belting, etc.		2		1	3	3	12	13	17	13
Struck by falling metal.....		1				8	2			
Collapse of part of building.....		2								
Railway accidents.....		16	10	4	8		15	5	11	9
Run over by vehicles.....				1				2	6	
Injured by exposure.....			1					1		
Injured by tools.....					1			5	1	4
Injured by live stock.....			1					4	1	2
Asphyxiated by gas.....					3			3		
Injured by electric shock.....			3		2			1		
Struck by flying objects.....										3
Smothered in grain bin.....					1					
Unclassified.....	10	6				29	2			
Total.....	30	57	43	34	71	119	143	142	154	130

## XIV.—THE LIBRARY OF THE DEPARTMENT.

During the fiscal year there were added to the library of the Department 190 official Reports, 36 works of reference and a large number of pamphlets dealing with industrial questions. There were also received 133 periodicals, of which 102 were trade and labour journals.

Among the more important government publications which were received at the Department may be mentioned various documents relating to Oriental immigration and labour in Australia and South Africa, supplied by the courtesy of the British Colonial Office, a Report on working class rents, housing, retail prices and rates of wages in Germany, Proceedings of the Commission appointed to inquire into the use of opium in the Straits Settlements and the Federated Malay States, Report of the New Zealand Labour Bills Committee on the Industrial Conciliation and Arbitration Bill, and the report of the Commission appointed to enquire into the Poor Laws of Great Britain.

Publications were exchanged, as in previous years, with the labour Departments or similar branches of government of most of the principal countries of the world, but no new country or state was added to the exchange list during the year.

The following periodicals were received for the first time, *Canada*, *Canadian Courier*, *Canadian Woodworker*, *Liberty and Progress*, *The Manufacturer*, *Le Prix Courant* and the *Socialist Review*.

Copies of many new trade agreements, which came into force in the Dominion during the fiscal year were furnished to the Department by interested parties. These agreements were printed in the *Labour Gazette* from time to time, and the copies received were placed in the Library.

The Department is indebted to the many persons who supplied numerous pamphlets of great economic interest and importance, either voluntarily or on request, which added largely to the value of the collection of pamphlets in the Library of the Department.

A catalogue of government reports and other publications relating to industrial and labour conditions, and of trade labour and economic periodicals received at the Department during the fiscal year is published herewith.

CATALOGUE OF REPORTS AND OTHER DOCUMENTS ADDED TO  
THE LIBRARY OF THE DEPARTMENT OF LABOUR  
DURING THE YEAR ENDED MARCH 31, 1909.

## CANADA:

*Department of Labour:*

	YEAR.
The Labour Gazette, Vol. VIII, Nos. 10 to 12; Vol. IX, Nos. 1 to 9 . . . . .	1908-1909
The Eighth Annual Report . . . . .	1907-1908
Report of the Royal Commission to enquire into Industrial Dis- putes in the Cotton Factories of the Province of Quebec. . .	1908

*Department of Mines:*

Summary Report of the Mines Branch for the fiscal year. . .	1907-1908
The Geology and Mineral Resources of New Brunswick. By R. W. Ells. . . . .	1907

*Department of Agriculture:*

Annual Report . . . . .	1907-1908
Report of the Dairy and Cold Storage Commissions . . . .	1907-1908
Canadian Patent Office Record, April, 1907, to March . . . .	1908
Census and Statistics. Bulletins Nos. 1 to 9. . . . .	1908-1909

*Department of the Interior:*

Annual Report . . . . .	1907-1908
Maps—Canada's Fertile Northland . . . . .	1908

*Department of Indian Affairs:*

Annual Report . . . . .	1907-1908
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*Department of Finance:*

Report of the Superintendent of Insurance . . . . .	1907
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*Department of Inland Revenue:*

Report, Returns and Statistics of the Inland Revenues of Canada . . . . .	1907-1908
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*Department of Justice:*

Report as to Penitentiaries of Canada . . . . .	1907-1908
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*Department of Marine and Fisheries:*

Annual Report, Fisheries . . . . .	1907-1908
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American Economic Association (publications of the), May, 1908, to February . . . . .	1909
American Journal of Sociology. Vol. XIII., No. 6, to Vol. XIV., No. 5, May, 1908, to March . . . . .	1909
Among the Deep Sea Fishers. April, 1908, to March . . . . .	1909
Annals of the American Academy of Political and Social Science, May, 1908, to March . . . . .	1909
Canada. April, 1907, to March . . . . .	1908
Canadian Courier. April, 1907, to March . . . . .	1908
Canadian Forestry Journal. April, 1907, to March . . . . .	1908
Canadian Municipal Journal. April, 1908, to March . . . . .	1909



Charities and Commons. April, 1908, to March . . . . .	1909
Co-operative News. April, 1908, to March . . . . .	1909
Economic Review. Vol. XVIII., Nos. 2 to 4; Vol. XIX., No. 1, April, 1908, to January . . . . .	1909
Economist. April, 1908, to March . . . . .	1909
Factory Inspector, The. April, 1908, to March . . . . .	1909
Industrial Canada. April, 1908, to March . . . . .	1909
Journal of Political Economy. Vol. XVI., Nos. 4 to 12; Vol. XVII., Nos. 1 to 3, April, 1908, to March . . . . .	1909
Labour Co-partnership. April, 1908, to March . . . . .	1909
Lend-a-Hand Record. April, 1908, to March . . . . .	1909
Liberty and Progress. April, 1908, to March . . . . .	1909
Literary Digest. April, 1908, to March . . . . .	1909
L'Union Co-operative. April, 1908, to March . . . . .	1909
National Civic Federation Review. April, 1908, to March . . . . .	1909
Outlook, The. April, 1908, to March . . . . .	1909
Political Science Quarterly. Vol. XXIII., No. 2, to Vol. XXIV., No. 1, June, 1908, to March . . . . .	1909
Public Opinion. April, 1908, to March . . . . .	1909
Quarterly Journal of Economics. Vol. XXII., No. 3, to Vol. XXIII., No. 2, May, 1908, to March . . . . .	1909
Quarterly Review. Nos. 415 to 418, April, 1908, to January . . . . .	1909
Royal Statistical Society, Journal of. Vol. LXXI., Parts 2 to 4; Vol. LXXIII., Part 1, June, 1908 to March . . . . .	1909
Social Service. April, 1908, to March . . . . .	1909
Socialist Review. April, 1908, to March . . . . .	1909
Toilers of the Deep. April, 1908, to March . . . . .	1909
Women's Industrial News (Quarterly). June, 1908, to March . . . . .	1909

XV.—THE CIRCULATION OF THE *LABOUR GAZETTE*.

The *Labour Gazette* is published in both English and French, and involves the keeping of separate mailing lists, and the printing of all notices and the reading of all proofs in both languages. The number of paid subscriptions to the *Gazette* received during the past fiscal year was 7,564, the total paid circulation at the end of the fiscal year being 9,338. The continued increase in the circulation has correspondingly increased the work in the nature of entries, forwarding subscription notices, acknowledging remittances, sending out renewal subscription blanks, preparing and revising mailing lists, changing addresses of subscribers, &c., &c. In addition to forwarding the *Gazette* to regular subscribers, many sample copies have also been sent out from the Department.

In connection with the circulation of the *Labour Gazette* for the twelve months ending March 31, 1909, 6,306 letters were received and acknowledged, 5,548 of which had reference to subscriptions to the *Labour Gazette*, 446 to a change of address on the part of subscribers, and 312 to other matters connected with the circulation.

For the same period, 28,298 pieces of mail matter were despatched from the circulation branch, representing 24,788 communications containing notices, accounts, or receipts for subscriptions; 960 other communications in connection with the circulation of the *Gazette* and 2,550 parcels.

During the fiscal year 1908-9 the average monthly circulation of the *Labour Gazette* was 13,618 copies, of which 8,832 were on account of paid circulation,\* and 4,396 to persons on the free and exchange lists. The increase in the number of paid subscriptions over the preceding year was 305, while the increase in the free and exchange distribution was 152, making a total increase of 457.

The following figures will show the total circulation of the *Gazette* as it was on the last day of each of the fiscal years during the period from 1900 to 1909:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, IX. A. R. No. 34.

TABLE SHOWING CIRCULATION OF THE LABOUR GAZETTE AT THE CLOSE OF EACH FISCAL YEAR FROM 1900 TO 1909 INCLUSIVE.

Year.	Annual Subscriptions	Free and Exchange Distribution.	Total Circulation.
1900-1	4,391	2,158	6,912
1901-2	5,648	2,722	8,370
1902-3	7,748	3,046	10,794
1903-4	7,361	3,553	10,914
1904-5	6,645	3,717	10,362
1905-6	7,547	3,987	11,534
1906-7	8,033	4,105	12,138
1907-8	9,033	4,320	13,353
1908-9	9,338	4,472	13,810

\* The actual number of paid subscribers at the end of the fiscal year, March 31, was 9,338.

The following summary will show by provinces the number of paid subscriptions to the *Labour Gazette* at the end of the fiscal year, March 31, 1909:—

Nova Scotia .....	1,211
New Brunswick .....	518
Prince Edward Island .....	83
Quebec .....	2,228
Ontario .....	3,517
Manitoba .....	362
Saskatchewan .....	351
Alberta .....	328
British Columbia .....	578
The Territories .....	6
The British Empire (other than Canada).....	55
Foreign countries .....	101
<b>Total .....</b>	<b>9,338</b>

#### FREE AND EXCHANGE LISTS.

Under the head of copies of the *Labour Gazette* sent as exchanges are included *Labour Gazettes* sent to public departments of the governments, both federal and provincial, in this and other countries, and to the publishers of trade papers and labour journals in exchange for their publications. On the free list are included copies sent to members of both Houses of Parliament, commercial agents, immigration agents, public libraries, boards of trade, libraries of educational institutions, local newspapers and the officers of organizations who supply from time to time information requested by the department. The following summary will show the number of copies mailed monthly on account of exchange and free lists:—

#### *Exchange List.*

Departments of governments (including federal, provincial, British and foreign governments and their officers) .....	450
Trade papers and labour journals.....	152

#### *Free List.*

Public libraries and libraries of educational institutions....	115
Members of the House of Commons.....	221
Members of the Senate .....	87
Boards of trade .....	220
Newspapers .....	893



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## Labour organizations—

Nova Scotia .....	147
New Brunswick .....	84
Prince Edward Island .....	9
Quebec (copies, English and French) .....	612
Ontario .....	827
Manitoba .....	104
Saskatchewan .....	59
Alberta .....	123
The Territories .....	8
British Columbia .....	220
	<hr/> 2,193
Correspondents of the <i>Labour Gazette</i> (3 copies each) .....	141
	<hr/>
Total .....	4,472

## REVENUE OF THE "LABOUR GAZETTE."

The revenue of the *Labour Gazette* is derived from the sale of single copies and from subscriptions for one or more years. Single copies are supplied at the rate of 3c. each, or 20c. per dozen. The annual subscription rate is 20c., or when more than 12 copies are taken by the same person or institution 15c. Bound volumes of the *Gazette*, including the issues of each year, are sold at the rate of 75c. per copy.

The following statement of receipts from subscriptions, and from the sale of single and bound copies of the *Gazette* during the fiscal year 1908-9 shows that the net revenue derived by the Government from this source amounted to \$1,563.82.

*Statement of the Revenue of the Department of Labour for the Fiscal Year ended March 31, 1909.*

Amount received from subscriptions to <i>Labour Gazette</i> ...	\$1,578.80
Sale of single and bound copies.....	45.97
Amount received up to June 30, 1908, for subscriptions to the <i>Labour Gazette</i> which has been held pending the identification of the remitters, and which is now being paid into revenue, as no claims have been presented for same .....	2.35
	<hr/>
	\$1,627.12
Less	
Commission on subscriptions .....	\$61.82
Fees paid for postal notes transmitting amounts due as commission on subscriptions.....	.63
Subscriptions refunded .....	.85
	<hr/>
	63.30
	<hr/>
	\$1,563.82

## XVI.—THE DISTRIBUTION OF THE *LABOUR GAZETTE* AND OTHER PUBLICATIONS.

The *Labour Gazette* is mailed from the offices of the Department of Labour. This work necessitates the preparation of a mailing list and its constant revision, also the enclosing and addressing of copies of the *Gazette* each month to names and addresses given on the mailing list. To expedite delivery, the several copies of the *Gazette* are sorted at the Department of Labour and distributed into mail bags, suitably labelled, for their destination in the several localities throughout the Dominion. Not only is time saved in this way, but work of the employees of the city post office is considerably lessened.

In addition to copies of the *Gazette* mailed regularly each month to subscribers, or as exchanges, etc., copies of the *Gazette* are sent out from time to time as samples. Single copies are also mailed from day to day in reply to requests for the same, or in connection with answers sent by the Department to inquiries on subjects which may have been dealt with, either in part or in whole, in the *Labour Gazette*, but a limited number of all copies already issued is kept on file for the same purpose.

During the fiscal year 1908-9, copies of the individual numbers contained in Volumes VIII.-IX. of the *Labour Gazette* to the number of 162,947, were distributed, 137,194 in English and 25,753 in French, also 5,918 copies in English and 776 in French of individual numbers of the *Gazette* of previous years, making a total distribution for the fiscal year of 169,641, or an average monthly distribution of 14,136.

In addition to copies of the *Labour Gazette* distributed there was mailed from the Department 63 copies of bound volumes of the *Labour Gazette*; 6,133 copies of the Annual Report of the Department; 33 copies of the report and evidence of the Royal Commission appointed to investigate the cause of industrial disputes in British Columbia; 31 copies of the report and evidence of the Royal Commission appointed to inquire into alleged employment of aliens by the Grand Trunk Pacific Railway Company; 33 copies of the report and evidence of the Royal Commission appointed to inquire into alleged employment of aliens by the Pere Marquette Railway Company; 75 copies of the report and evidence of the Royal Commission appointed to inquire into the influx of Italian labourers into Montreal and the alleged fraudulent practices of employment agencies; 778 copies of the report of the Royal Commission appointed to inquire into the dispute between the Bell Telephone Company and its operators at Toronto; 588 copies of the report of the Royal Commission appointed to inquire into the methods by which Oriental labourers have been induced to come to Canada; 2,052 copies of a report on methods adopted in carrying out Government clothing contracts; 537 copies of the reports of the special committee of the House of Commons to which was referred "Bill No. 2," an Act respecting Industrial and Co-operative Societies; 4,131 copies of the report on

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the need for the suppression of the opium traffic in Canada; 610 copies of the report of the Royal Commission appointed to investigate into the losses sustained by the Chinese population of Vancouver, B.C., on the occasion of the riots in that city in September, 1907; 617 copies of the report of the Royal Commission appointed to investigate into the losses sustained by the Japanese population of Vancouver, B.C., on the occasion of the riots in that city in September, 1907; 261 copies of the report by W. L. Mackenzie King, C.M.G., on mission to England to confer with the British authorities on the subject of immigration to Canada from the Orient and immigration from India in particular; 860 copies of the Royal Commission appointed to inquire into industrial disputes in the cotton factories of the Province of Quebec; 2 copies of article on settlement of coal miners strike at Lethbridge, Alberta, under Conciliation Act, 1900; 56 copies of an Act respecting Conciliation and Labour; 445 copies of the Industrial Disputes Investigation Act, 1907; 284 copies of the statement of proceedings under the Industrial Disputes Investigation Act, 1907, from March 22, 1907, to August 31, 1908; 8,000 copies of indices to Volume VIII. of the *Labour Gazette*, and in addition to the distribution of these several reports, etc., communications in the nature of circular letters having reference to investigations being made by the Department, and miscellaneous publications of one kind and another were mailed to the number of 5,142, making a total in all of 200,332 separate communications or publications mailed by the Department through its distribution branch in addition to the correspondence of other branches of the Department, during the fiscal year ending March 31, 1909.

The following table is arranged to show by months the number and nature of the publications mailed from the distribution branch during the fiscal year 1908-09:—



Name of Publication.

[illegible]



## XVII.—ENQUIRIES, CORRESPONDENCE, AND OTHER DEPARTMENTAL WORK.

Reference has been made elsewhere in the present report to the very large number of requests received during the year from various parts of Canada, and from the United States and elsewhere, for information in regard to the Industrial Disputes Investigation Act and proceedings thereunder. In that portion of the report relating to the work of the Fair Wages branch also mention has been made of some of the extensive correspondence which has taken place on this branch of the work of the Department. In addition inquiries are being constantly received relating to subjects associated more or less closely with departmental work, or to questions with which it is presumed by correspondents that the Department is in touch.

There has been during recent years a remarkable increase of interest on the part of the general public in nearly every aspect of the social and economic problems of the day, and the public appear to turn naturally for information on many points and even occasionally for guidance to the Department which comes in a measure into direct contact with a number of these problems. The possession of a library well equipped with standard writings in sociology and kindred matters and in which has been collected reports on these subjects of the different departments of the governments of leading countries of the world, has fortunately enabled the Department of Labour, as a rule, to furnish its correspondents with the information desired, though this has frequently entailed a considerable amount of clerical labour. It should be added that the classification and arrangement of the mass of reports and documents received from day to day in considerable volume, the necessary attention to the library, the codifying of information received in the Department on many subjects, and the filing of an extensive correspondence, are all matters constantly growing in importance and in the demands made on the clerical resources of the Department. It is believed to be, however, in accordance with the spirit in which the Department had its origin and with the objects it aims at accomplishing, that no reasonable effort should be spared to serve the public well in these important respects; and this view is held yet more emphatically when, as frequently happens to be the case, the inquiries received come from important public bodies, domestic and foreign, or from the representatives of other governments.

Some of the more important subjects concerning which inquiries were received are the following, namely: wages and hours of labour in Canada; the social and economic condition of the working classes; the organization of labour and the names and addresses of Canadian labour unions; the condition of the labour market in respect of various lines of industries, including farming, railway construction, etc., and the opportunities for employment therein; technical education and manual training; the housing and health of the working classes; the cost of living in Canada; Sunday labour; Chinese and Japanese labour;



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co-operation as a factor in industrial operations; the operations of employment agencies; employers' liability and workmen's compensation for industrial accidents; factory inspection and the inspection of mines; the employment of female and child labour.

There has been throughout the year a continuous and increasing demand for copies of the Annual Report of the Department, showing in a still more striking manner the manifest interest on the part of the public in the work of the Department. It is only fair to add in this connection that the demand for copies of the report was in a considerable number of cases due to the large amount of information contained in the report with respect to the operation of the Industrial Disputes Investigation Act. Very many requests were also received during the year for copies of earlier reports, and of all the various reports issued from time to time as the result of special investigations conducted by the Department. During the year several thousand copies of special reports printed for distribution by the Department were mailed to specially selected lists of persons in various parts of the Dominion and in many other cases in response to special requests. In a similar way copies of particular issues of the *Labour Gazette* are forwarded in response to requests for the same, or as the readiest means of furnishing information requested on some subject dealt with in the pages of the *Labour Gazette*.

Following are some examples of the class of inquiries received and of the information furnished by the Department:—

At the request of the Director of the International Labour Office, Basle, Switzerland, this Department obtained from the various Provinces of Canada particulars with regard to their systems of factory inspection and inspection of mines, the same to be embodied in a publication of the International Labour Office on the administration of labour laws in various countries.

The Chief of the Bureau of Statistics of the State of New Jersey, in asking for a copy of the Employers' Liability Act of Ontario, stated that it was wanted "as a guide in drawing up an Act of a similar character to be introduced at the present session of the New Jersey Legislature." Other inquiries on the same subject were received from individual companies, firms, and workmen, and related to claims for injuries sustained in various classes of industry.

A letter was received from the *Financial Post* of Canada asking if the Department was able to throw any light on the approximate number of unemployed in Canada during the past winter.

The Chief of the Bureau of Statistics of Massachusetts was furnished with forms of schedules used for the collection of statistics relative to industrial accidents.

In a letter from Strassburg, Sask., the Department was asked for a return of statistics of the relative cost of the necessities of life in the various parts of Canada, and also to what extent these prices were affected by railway rates.

The Pastor of St. Matthew's Presbyterian Church, St. John, N.B., was furnished with information relative to labour and labour conditions in Canada.

The Secretary of the Industrial Committee of the Montreal's Women's Club wrote requesting literature relating to industrial and labour conditions in

Canada, and especially as to conditions under which women worked in this country.

A correspondent in Peoria, Ill., writing the Department for information on the subject of "Technical Education in Canada," stated that this information was desired for inclusion in a bibliography on this subject.

A professor of Commercial Geography and lecturer in the University of Pennsylvania was furnished with maps and industrial information concerning Canada.

A New York company engaged in the manufacture of silk ribbons wrote to the Department stating that it was inclined to start a similar industry in Canada and would be glad of information as to the prospects of obtaining proper skilled help and other necessary conditions for the operations of such a plant.

The Editor of "Charities and the Commons," New York, N.Y., was furnished with detailed information relating to the housing and health and other conditions affecting labour in Canada.

A correspondent in Winnipeg, Man., was furnished with information regarding the social and economic conditions of the working classes in Canada for use in an article to be published in a Hungarian paper.

The General Secretary of the Lord's Day Alliance in Canada was furnished with the addresses of labour unions throughout Canada.

A letter received from the First Vice-President of the Casualty Company of America, of New York, contained a request for information in regard to an inquiry into child labour.

The late Dr. Theodore Barth, of Berlin, Germany, was one of many others furnished with information relative to the recent industrial development of Canada.

#### THE ALIEN LABOUR ACT.

A further subject fruitful in inquiry and involving frequent correspondence on the part of the Department, is the Alien Labour Act. As originally enacted in 1897, and amended in 1898, the Alien Labour Act required that no proceedings should be instituted thereunder without the consent of the Attorney-General of Canada or some person duly authorized by him, but complaint was made that this method of procedure made it difficult for persons who believed themselves to have suffered through violations of the Act to secure immediate redress, and the statute was accordingly further amended so that parties desirous of bringing suit might proceed in the local courts without reference to the federal authorities. The Act was also amended in such other respects as experience had shown desirable, and appears in the Revised Statutes of Canada 1906 as Chapter 97, Vol. II, page 1753, "an Act Respecting the Importation and Employment of Aliens."

## CONCLUDING REMARKS.

In closing this report I desire to express my appreciation of the manner in which the various officers of the Department have discharged during the year the work allotted to them. The year has been, in some respects, the most eventful in the history of the Department, owing to the announcement of the Prime Minister that it had been decided that the Department should be elevated to the rank of a separate portfolio, a change definitely foreshadowed at the close of the year, and actually accomplished, as has been shown in the introductory chapter to this report, early in the present financial year. The change in the Deputy Ministership also marks the year as an exceptional one.

The continued expansion of work during the year has been illustrated in the discussion of the different branches of the Department, and it has been shown that the work is not only appreciated by the public, but is to a large extent the outcome of a very definite demand on the part of the citizens of this and other countries. That this growth of work will continue under the new conditions there can be no doubt, but in order that the same may be accomplished with due thoroughness and regard to the public interests it may become necessary at an early date that the Department shall be housed in more commodious premises and that its facilities for the performance of statistical research and other clerical work shall be further extended. It would not seem that in any other way the Department would be rendered equal to the increasing demands upon its resources.

I have the honour to be,

Sir,

Your obedient servant,

F. A. ACLAND,

Deputy Minister of Labour.





APPENDIX TO ANNUAL REPORT

OF THE

DEPARTMENT OF LABOUR

FOR

THE FINANCIAL YEAR ENDING MARCH 31, 1909

BEING

A STATEMENT OF THE PROCEEDINGS FOR THE YEAR UNDER  
THE INDUSTRIAL DISPUTES INVESTIGATION ACT 1907





I.—APPLICATION FROM EMPLOYEES OF THE HAMILTON STREET RAILWAY COMPANY, OF HAMILTON, ONT.—BOARD ESTABLISHED—NO CESSATION OF WORK.

Application received—January 25, 1908.

Parties concerned—Hamilton Street Railway Company, the Hamilton and Dundas Railway Company and the Hamilton and Burlington Railway Company and their employees.

Applicants—Employees.

Nature of industry concerned—Electric Railways.

Nature of dispute—Relations of Union to employing Companies.

Number of employees affected—Directly 120, indirectly 75.

Date of constitution of Board—February 17, 1908.

Membership of Board—His Honour Judge Monck, County Judge of Wentworth County, Chairman, appointed on the joint recommendation of the other members of the Board; Mr. William Bell, K.C., Hamilton, recommended by employers; Mr. J. G. O'Donoghue, Toronto, recommended by employees.

Report received—April 8, 1908.

Result of inquiry—Strike averted.

In the application of John Theaker and George Armstrong, of Hamilton, for the appointment of this Board it was alleged that the employing Companies had indulged in coercion and discrimination to prevail upon employees to abandon their membership in the Amalgamated Association of Street and Electric Railway Employees of America, and that members had been discharged from the Companies' service primarily because of their membership in the Union. In this connection attention was particularly called to the alleged dismissal of Conductor John Theaker, who was at the time President of Division 107 of the Amalgamated Association of Street and Electric Railway Employees of America. The applicants denied that Mr. Theaker was guilty of charges preferred against him and asserted their confidence that the finding of an arbitration or investigation would direct the Companies in question "to withdraw their discrimination against the Union and observe the agreements in full respect as to letter, sense and intent."

In a statement in reply to the application the employing Companies submitted that the dispute was not one falling within the scope of the Industrial Disputes Investigation Act, and that in any case the charges of discrimination, breach of agreement, unfair dismissal, &c., were untrue. The decision of the Minister, however, was that the difference was of a nature which brought it within the purview of the Act, and the Board was accordingly established.

The Board sat several days during March and heard evidence on the subject of investigation, Mr. Reeves, an international officer of the Union,

taking part in the proceedings. As a result of the enquiry, a report was prepared and forwarded to the Department, signed by the chairman and Mr. Bell. Mr. O'Donoghue submitted a minority report, which was also forwarded to the Department. The report of the Board sustained generally the contentions of the employing companies, and found that the charge of discrimination grew out of difficulties among the men themselves, as between union men and non-union men, concerning which the Companies had preserved a strict neutrality. The dismissal of Mr. John Theaker was justified. The report condemned the attitude of the international officer of the union, Mr. Reeves, towards the officers of the employing Companies, and submitted that "better results would be obtained by employees in industrial disputes if the foreign element were eliminated from them." The report condemned the character of certain articles discussing this dispute contained in a monthly journal entitled "The Industrial Banner," of London, Ont., and recommended that "if the officers of the Union desire amity between the Companies and themselves, they should discontinue the subscriptions to this paper until the publication of these articles cease."

Mr. O'Donoghue, in the minority report submitted, agreed with the other members of the Board, in so far that he found in the evidence no justification for the charges of discrimination on the part of the employing Companies against those of their employees who were members of the Union. Mr. O'Donoghue accepted as voicing the settled policy of the Company, the declaration on this subject of Col. the Hon. J. M. Gibson, president of the Company, "that there is no objection to employees belonging to a Union." He agreed also that the schedule arranged under the existing agreement had apparently worked out in favour of the older employees, and that as a consequence there was considerable friction between the older and younger men, to which, no doubt, many of the complaints were due. As to the dismissal of John Theaker, however, Mr. O'Donoghue held that Theaker was unjustly discharged, that the grounds alleged by the Company for the discharge were not sustained by the evidence, and that "no other conclusion is possible than that he (Theaker) was made the victim of Mr. (Supt.) Miller's dislike, a dislike engendered by reason of Theaker's participation in the strike when he was president of the Union." That being the case, he should be reinstated. With regard to the comments contained in the report of the Board concerning "The Industrial Banner" publication, and the international officer of the Union, Mr. O'Donoghue pointed out, as to "The Industrial Banner," that the Union as a whole subscribed for the paper, and that the members by reason of their membership were entitled to receive copies. He did not think the complaint well founded "because the Union cannot be expected to know what articles will appear from time to time in any newspaper, and subscription for the Hamilton daily papers might just as well be objected to." As to the attitude of the international officer, Mr. O'Donoghue submitted that "Mr. Reeves conducted the case of the men with marked ability, and was of much assistance in ventilating the whole case before the Board."

Although the Board was not able to reach a unanimous conclusion on the matters investigated, there is every reason to believe that the information

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brought out during the enquiry showing the real reason for much of the existing friction, tended to improve greatly the situation as between the disputing parties and to prepare the way for a better understanding between the employing Companies and the men. Consequently, no interruption of work occurred by reason of the dispute.

## REPORT OF THE BOARD.

The text of the report presented by the Board is as follows:

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between The Hamilton Street Railway Company, and The Hamilton and Dundas Railway Company, and the Hamilton and Burlington Radial Railway Company, Employers, and motormen, conductors, shopmen, linemen, machinists and blacksmiths, etc., employees of the said Companies, members of Division No. 107, Amalgamated Association of Street and Electric Railway Employees of America, of Hamilton, Ont., Employees.

The Board of Conciliation appointed to consider the above matters begs to report as follows:—

During the first sitting, the representatives of the Press were excluded in the hope that by free exchange of ideas and friendly intercourse, the parties to the enquiry might effect a compromise. At the end of the first day it became apparent that no such compromise was probable, and the enquiry was made open to the press and public.

The charges or complaints made by the Union in their application for the appointment of this Board are:—

- (1) The dismissal of Conductor John Theaker, President of the Union, without cause;
- (2) Coercion tending to disrupt the Union; discrimination against members of the Union; favoritism to non-unionists.
- (3) Ignoring complaints made by the Union committee in cases of alleged grievances and discourteous treatment of committees;
- (4) Fostering and encouraging an organization rival to the Union, and
- (5) General breaches of the existing agreement which was the result of the award of the Ontario Railway Board.

It was shown in evidence that since the making of the existing agreement between the parties, Theaker, who was employed by the Hamilton Street Railway Company as a conductor, had been a party to several minor breaches of the company's rules, any one of which, according to the rules of the company, might justify his dismissal; but the company did not dismiss Theaker for any of such breaches.

It was also shown by conclusive evidence that while acting as conductor of one of the company's cars, he had several times carried a passenger free of charge. In fact, after his dismissal, he admitted the truth of this charge to several of the officers of the employing company.

It was also shown that while acting as such conductor, he several times accepted as fare limited tickets, at times when these tickets were not current as fare.

For these latter breaches of duty he was dismissed, and it is the opinion of your Board that his dismissal was justified.



Although no evidence was given by the employees which might substantiate any of the charges, except that respecting Theaker's dismissal, the employing companies by very strong, clear and frank evidence negated them all.

The evidence shows that at the time of the Arbitration before the Ontario Railway Board, dissatisfaction arose between the older and the younger employees of the companies. The younger members charged and still maintain that the older employees, amongst whom Theaker was, obtained a settlement under which the present schedule of wages came into force, without consulting the younger employees, and that the said schedule is unfair to the latter class as against the former. This led to the withdrawal from the Union of a very large proportion of its members, and to constant and continued disputes, and aroused bitter feeling amongst the men themselves.

Instead of realizing the situation, the older employees blamed the companies for these troubles—and hence arose the charges of discrimination, of inducing members of the Union to withdraw, and kindred charges.

Your Board believe that after hearing the evidence, the complainants are satisfied that this is the seat of the troubles complained of, that all these troubles were domestic, and that the companies maintained a strict neutrality between the warring factions of their employees, treating all fairly and alike; and this is the finding of your Board.

The case of the employees was conducted before your Board by a gentleman named Reeves, from the United States of America, who is an international officer of unions.

The attitude of this gentleman toward the officers of the employing companies was such that even had the latter been inclined to make a compromise, they could not well have done so with proper self-respect and due regard to the discipline of their employees, and it is submitted that better results would be obtained by employees in industrial disputes, and there would be fewer of such disputes if the foreign element were eliminated from them.

Your Board beg further to report that eight almost consecutive numbers of a newspaper called "The Industrial Banner," issued monthly at London, Ont., were put in evidence, and each number contains one or more articles of a scurrilous nature, reflecting on the companies concerned in this enquiry and its officers, especially on D. M. Miller, the Superintendent of the Hamilton Street Railway Company.

The evidence shows that the statements made in these articles are unfair and untrue, and serve only as an irritant between the union and the companies. This paper is subscribed for by the union and distributed to its members gratis.

Your Board recommends that if the officers of the union desire amity between the companies and themselves, they should discontinue the subscription to this paper until the publication of these articles cease.

The Board is of the opinion that neither Manager Green nor Superintendent Miller, nor any other officer of the employing Companies has shown any enmity towards the Union or those belonging to it.

All of which is respectfully submitted.

(Sgd) J. F. MONCK,  
*Chairman.*

WM. BELL.

Dated at Hamilton, the 6th day of April, 1908.

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## THE MINORITY REPORT.

The text of the minority report submitted by Mr. O'Donoghue is as follows:

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between The Hamilton Street Railway Company, Hamilton and Dundas Railway Company, and the Hamilton and Burlington Radial Railway Company, Employers, and motormen, conductors, shopmen, linemen, machinists and blacksmiths, etc., employees of the said companies, members of Division No. 107, Amalgamated Association of Street and Electric Railway Employees of America, of Hamilton, Ont., Employees.

I regret that I cannot agree with the other members of the Board in the conclusions to be arrived at in this investigation.

The main complaints advanced before the Board by the employees against the Company were:—

1. That employees were discharged by the company on account of their membership in the Association; that membership in the Association was discouraged and disapproved of by the company.
2. That Grievance Committees were refused hearings or were discourteously received.
3. That the influence of the men's committees and representatives was sought to be weakened among the men by reports circulated by the company's officials.
4. That the company did not honourably carry out the award of the Ontario Railway Commission and the agreement based thereon by refusing to restore five employees to their old positions on the Radial Railway.
5. That the company was responsible for a petition that was circulated among the employees requesting the restoration of the old schedule, and that men were threatened with dismissal if they refused to sign the petition—that if the company did not actively encourage the circulation of the petition, it at least tolerated it, and that this was a violation of the agreement that followed the Award of the Railway Commission.
6. That members of the Union were discriminated against on account of their membership in the Association.
7. That John Theaker, President of the Association, was discharged on account of his connection with the organization.

I do not find justification in any evidence given before the Board for Nos. 1, 2, 3, 4, 5 and 6.

With general reference to the allegations of discrimination, I accept Col. Gibson's declaration, that there is no objection to employees belonging to a union, as voicing the settled policy of the company.

The petition was evidently the work of certain of the employees, acting entirely on their own initiative.

The schedule arranged with the company apparently worked out in favor of the older employees. Since the arrangement, many young men have become employees of the road, and they apparently are not satisfied with the schedule. As a consequence, there is considerable friction between the two bodies of men, and many of the complaints have no doubt arisen from this difference.

In John Theaker's case, my opinion is that Mr. Miller was seeking for an opportunity to get rid of him, and that he was unjustly discharged. Mr. Miller swore that he had lost confidence in Theaker before the late strike, and he based that statement upon two grounds, namely, (1) That Theaker, as President of the Union, had allowed the use of liquor at or after meetings of the Union, and that as a result employees were rendered less fit for their duties; and (2) That Theaker had knowledge of the use of "diggers" by employees of the company and had not reported this to the company.

As to ground number 1 the Board unanimously declared that there was no foundation for the charge. On the second charge, my opinion is that Theaker acted as any honorable man would act who would hesitate to play the spy. He consulted his committee, and upon their advice delayed for the time being, in making known to the company what was going on, but he swore that subsequently, when affairs were not complicated by the strike, he gave all the information he had to Mr. Green, an official of the company, Mr. Green admitted this.

With his two grounds for losing confidence in Theaker gone, there must have been some other reason actuating Miller. What that reason was appears from the testimony of one Tollson, who swore that Miller told him he "had it in" for Theaker for the latter's part in the strike, and would get rid of him. Tollson was never a member of the Union, and his testimony cannot therefore be suspected of being biased towards Theaker.

It appears from the evidence that Theaker was in the service of the company for 17 or 18 years, and that he was an exemplary employee, at least down to the time of the strike. After the strike things changed, it was alleged, and he became careless about his duties and, in one short year, Mr. Miller discovered that the company would be better off without him, and he was discharged. The grounds advanced for this summary treatment of an old and faithful employee were:—

1. That, contrary to the rules of the company, he "visited" the motormen. It appeared he was warned about this in August, 1907, and had not offended since.
2. That he reported late on one occasion.
3. That he failed on one occasion to wear his badge.
4. That glass was broken in his car; also a trolley pole and a semaphore.
5. That he accepted limited tickets after hours on two occasions.
6. That he carried a lady free on one occasion.
7. That he carried wives of employees free.

Mr. Miller admitted that numbers 1, 2, 3 and 4 amounted to nothing, and that the real charges were numbers 5, 6 and 7.

As to accepting limited tickets after hours, Waller swore that on two occasions he had seen Theaker accept limited tickets about seven minutes after the time allowed. On one of these occasions Theaker is alleged to have sold to a lady a strip of limited tickets, but Waller could not say whether or not Theaker had received two of them from the lady, which would have been in accordance with the rules or practice of the company. But he did swear that Theaker had refused to accept a limited ticket from a man in the same seat. The second occasion was the acceptance of a limited ticket from one passenger, and he was positive Theaker had collected only one ticket from the passenger. Theaker swore that he had no recollection of either occasion and that he did not knowingly ever take a limited ticket after hours.

In view of Theaker's long and honourable service with the company, and the excellent reputation for truthfulness given him by the Mayor, Rev. Mr. Williamson, and a number of aldermen who appeared before the Board on Theaker's behalf, I accept Theaker's testimony as against Waller's. The passenger in each case, assuming that Theaker did collect a limited ticket on each occasion, may have boarded the car before the time limit had expired, and thus be entitled to tender a limited ticket when the actual collection of fares was made after the time limit.

Then as to charge No. 6—carrying a lady free. A young boy and his sister swore to seeing Theaker pass the lady without taking her fare and then ring up the fare. The lady herself swore that Theaker did not collect her fare. Theaker admits not collecting her fare, but swore that he paid it himself, as he knew she was in hard circumstances. This evidence is supported by the evidence of the lady's husband, who admitted that he was in receipt of assistance from the Union, through Theaker.



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There does not appear to be much difference of opinion about charge number 7—carrying employees' wives free. Theaker explained that his admission to the company's officials was that before the strike, it was a common practice to carry the wives of employees free, and that he did so at times, but only when no other passengers were on board, but that since the strike nothing of the kind had occurred. There was no evidence to the contrary.

So that, on the evidence, the grounds alleged for Theaker's discharge are not substantiated, and no other conclusion was possible than that he was made the victim of Miller's dislike, a dislike engendered by reason of Theaker's participation in the strike, when he was President of the Union. That being the case, he should be reinstated. Even assuming the charges well founded, Theaker's long service with the company should have counted for something, and would, with any employer possessed of a fair sense of justice, have meant his retention. I do not blame President Gibson for what happened, as he cannot be expected to be in touch with all the small details of operation. In fact, he expressed a keen regret at the occurrence, and taking his information from the man who had determined to "get rid" of Theaker, it is not to be wondered at that he was misled.

Copies of "The Industrial Banner," a labour paper published in London, Ont., were placed before the Board by the company, and our attention directed to articles reflecting upon the company and upon Mr. Miller. It was contended that the union should have discontinued its subscription to the paper. It appeared that the union as a whole, subscribed for the paper, and the members by reason of their membership are entitled to receive copies, I do not think the complaints well founded, because the union cannot be expected to know what articles will appear from time to time in any newspaper, and subscription for the Hamilton daily papers might just as well be objected to.

An endeavour was made to discredit Mr. Reeves, an officer of the International Association, who appeared before the Board to present the case of the men. Col. Gibson blamed Mr. Reeves for a great deal of the trouble, but on being examined, had to admit that he had no evidence whatever to justify the allegation. Mr. Reeves conducted the case of the men with marked ability, and was of much assistance in ventilating the whole case before the Board.

(Signed) JOHN G. O'DONOGHUE.

Dated at Toronto, April 1st, 1908.

## II.—APPLICATION FROM EMPLOYEES OF THE DOMINION MARINE ASSOCIATION — BOARD ESTABLISHED — AGREEMENT CONCLUDED.

Application received—March 6, 1908.

Parties concerned—Dominion Marine Association and Great Lakes seamen.

Applicants—Great Lakes seamen.

Nature of industry concerned—Shipping.

Nature of dispute—Wages and conditions of employment.

Number of employees affected—450.

Date of constitution of Board—April 1, 1908.

Membership of Board—Professor Adam Shortt, Kingston, Ont., Chairman, appointed on the joint recommendation of the other members of the Board; Mr. James Stewart, of Kingston, Ont., appointed by the Minister in the absence of any recommendation from the Dominion Marine Association; Mr. John A. Flett, of Hamilton, Ont., appointed on the recommendation of the employees.

Report received—April 14, 1908.

Result of inquiry—Strike averted.

In the application for the establishment of this Board it was alleged that the wages paid to Canadian seamen on the Great Lakes were very low, running from \$20 per month to \$40 per month, some of the boats paying, however, a little better than \$40 in the fall; that the working hours were very long, men in some cases being on deck from 12 to 18 hours at a stretch. It was also asserted that the Union had been negotiating with the Canadian Lake Carriers through the Dominion Marine Association off and on for a year, but that all their propositions had been rejected.

In its reply to the application, the Dominion Marine Association held that the Association was not an employer within the meaning of the Act, and that its Executive Committee had, on February 12, by resolution declared that the question of an agreement with the seamen was one to be left with individual vessel owners. The Minister held that the Dominion Marine Association was to be regarded as an employer for the purposes of the Act, and proceeded with the establishment of a Board.

As the report printed below will show, most of the matters referred for investigation were dealt with informally before the Board. It was not found possible to embody the outcome in a written agreement, but the discussions that took place before the Board between representatives of employers and men respectively, were useful in clearing up many misconceptions, both as to the working of the Act and in disposing of a number of special grievances and causes of friction which had grown up between the two parties. Both parties

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expressed themselves as well satisfied with the outcome, which may be regarded as an especially fortunate result in view of the original determination of the Dominion Marine Association that it would take no part in the proceedings.

## LETTER FROM MEN'S REPRESENTATIVE.

The following letter from Mr. Thomas H. Fleming, of Kingston, business agent of the Lake Seamen's Union, to the chairman of the Board, shows the view of the men with regard to the proceedings before the Board.

Kingston, Ont., April 9th, 1908.

PROFESSOR ADAM SHORTT,  
Queen's University, Kingston, Ont.

Dear Sir :

We desire to extend to you, on behalf of myself and colleagues, our sincere thanks for the courteous manner in which we were treated by you while chairman of the Board of Conciliation and Investigation. Although somewhat disappointed by the Act, as some of its workings were not just what we had anticipated, we nevertheless understand the good work you have done in bringing the employer and employee together to talk the matter over, which will no doubt lead to good results in the future. We also desire to thank you for the able manner in which you conducted the investigation.

I remain, yours sincerely,

(Signed) THOS. H. FLEMING,  
Business Agent, Lake Seamen's Union.

## TEXT OF BOARD'S REPORT.

The text of the report forwarded by the chairman of the Board is as follows:—

April 13, 1908.

HONOURABLE RODOLPHE LEMIEUX,  
Minister of Labour, Ottawa, Ont.

Dear Sir :

I have the honour to make the following report with reference to the settlement of the dispute between the Lake Seamen's Union and the Dominion Marine Association:

The Board of Conciliation appointed to deal with this case consisted of Mr. James Stewart, of Kingston, appointed by the Department of Labour to represent the Dominion Marine Association; Mr. John A. Flett, of Hamilton, nominated by the Lake Seaman's Union, and Prof. Adam Shortt, of Kingston, nominated by these members as third member and chairman of the Board.

It is unnecessary to refer in detail to the correspondence between the Department of Labour and the representatives of the Dominion Marine Association, and the Lake Seamen's Union, previous to the constitution of the Board. Suffice it to say, that the Dominion Marine Association, having taken the ground that it was not an employer of labour, and hence did not consider itself as coming within the terms of the Act, declined to appoint a



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representative on the Board of Conciliation, or to take any part in the proceedings before the Board. On the appointment of the Board, therefore, under the conditions above stated, it was considered advisable, before entering upon the regular sittings, that the members of the Dominion Marine Association should be interviewed with the object of clearing up certain misapprehensions as to the workings of the Industrial Disputes' Investigation Act, and with a view to securing their voluntary attendance before the Board to discuss the points at issue. The outcome of this course was entirely satisfactory, and all the leading shipping companies and vessel owners on the lakes were represented before the Board when it convened on April 7th. The following were present representing the vessel owners: A. E. Wright, President Dominion Marine Association, and representing the St. Lawrence and Chicago Navigation Co.; James Cuttle, Managing Director of the Montreal Transportation Company; H. A. Calvin, President of the Calvin Co.; H. H. Gildersleeve, Manager Northern Navigation Co.; Captain Foote, Canadian Lake and Ocean Navigation Co., and Canadian Lake Transportation Co.; Captain Featherstonhaugh, Midland Navigation Co.; J. T. Matthews, the Matthews Steamship Co., and Captain Horsey, of the Bay of Quinte Navigation Co. The Seamen's Union was represented by Mr. Thos. H. Fleming, business agent, Kingston, assisted by John Guild, Kingston, Harry Carey and Roderick Leonard, Goderich.

The chief points at issue were the claims on the part of the seamen for a higher scale of wages, and for certain improvements in the working conditions, more particularly with reference to the elimination, where possible, of the necessity for taking a high watch immediately after being on duty the greater part of the day, as when leaving port or the canals. In the course of the discussion before the Board a number of difficulties and misunderstandings were cleared up, but it was found impracticable to adopt any rigid rule or rules with reference to the hours and duties of seamen, owing to the varied conditions of the shipping business and the variety of the vessels employed. The vessel owners, however, unanimously agreed to the following conditions submitted by Mr. James Cuttle, of Montreal: "That the managers of the different companies give instructions to their captains that, wherever practicable, the seamen be given an opportunity to obtain rest before going on watch." This was considered by the representatives of the seamen as a reasonable treatment of the matter.

The question of wages was discussed at considerable length. Though wages had not been materially increased for the past four or five years, yet in view of the uncertainty of the outlook for the present shipping season, it was considered inexpedient to press for an increase of wages at the present time. Should, however, the Western Provinces be favoured with a good harvest, thus promising good cargoes in the autumn, the members of the Board were convinced that the wages of the seamen, from September to the end of the season of navigation, should be substantially increased.

Though no formal agreement was found necessary in this case, yet the general result of the proceedings before the Board was to clarify the situation, to improve the relations between the vessel owners and the seamen, and to dispose of any prospective troubles on the Canadian side of the lakes for the season just opening.

I have the honor to be,

Yours sincerely,

(Sgd.) ADAM SHORTT,

Chairman, Board of Conciliation.

III.—APPLICATION FROM EMPLOYEES OF THE MANITOBA AND SASKATCHEWAN COAL COMPANY, LIMITED, OF BIENFAIT, SASK.—BOARD ESTABLISHED—NO CESSATION OF WORK.

Application received—March 16, 1908.

Parties concerned—Manitoba and Saskatchewan Coal Company, Limited, and employees.

Applicants—Employees.

Nature of industry concerned—Coal mining.

Nature of dispute—Wages and hours.

Number of employees affected—50.

Date of constitution of Board—April 22, 1908.

Membership of Board—His Honour Judge Dawson, Winnipeg, Man., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. Geo. R. Crowe, Winnipeg, Man., appointed on the recommendation of the employers; Mr. F. H. Sherman, of Taber, Alta., appointed on the recommendation of the employees.

Report received—December 8, 1908.

Result of inquiry—Strike averted.

This dispute was alleged by the employees affected to have resulted from failure to agree on hours, conditions of labour and rates of wages. The claims of the employees called for full recognition of the United Mine Workers of America, an eight hour day and the "standard wages of District No. 18, as now prevailing in the lignite fields of Southern Alberta." The Board appears to have investigated the dispute without delay, but according to the representations to the Department some misunderstanding seems to have occurred among the members of the Board with respect to the manner of preparing and forwarding their report to the Minister, and an unusual delay occurred in consequence, the report in question not being formally received in the Department until the date above named. It has not, however, been represented to the Department that the question of the settlement of the dispute to which the report related was at all prejudiced by this delay.

The report of the Board recommended the payment of the same rate of wages and contract mining rates as those prevailing at the Taylorton and Roche Percée coal mines. The rates at the Taylorton mines, it may be remarked, were arranged before a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act during the summer of 1908. In the present case the Board could not see its way to recommend an eight-hour working day. The demand for coal from the mine at Bienfait was said to be uncertain and the coal was stated not to be of a character suitable for

storing; consequently some elasticity in the matter of hours was, in the opinion of the Board, desirable. No opinion was expressed by the Board on the question of the recognition of the Union.

Mr. Sherman, in the minority report, took strong exception to the attitude of the directors of the company in their representations before the Board. Mr. Sherman urged that the United Mine Workers of America should receive full recognition from the Company; he contended that the same rates of wages and the same conditions of labour should prevail at Bienfait as existed in the lignite coal fields of Southern Alberta; he recommended finally that an agreement should be made between the Company and its employees on the same basis as that already in operation as between the Western Dominion Collieries, Limited, of Taylorton, and the United Mine Workers of America.

It was subsequently represented to the Department that the employees affected were not satisfied with the findings of this Board. No cessation of work, however, occurred.

The following is the text of the report of the Board:—

#### TEXT OF BOARD'S REPORT.

TO THE HONOURABLE THE MINISTER OF LABOUR,  
Ottawa, Ontario.

In the matter of Industrial Disputes Investigation Act, 1907, and in the matter of a dispute existing at Bienfait, Saskatchewan, between The Manitoba and Saskatchewan Coal Company, Ltd., Employers, and their employees as represented by District No. 18, United Mine Workers of America, Employees.

Submitted on the 22nd day of April, A.D., 1908, by the Department of Labour to the Board of Conciliation and Investigation, consisting of: The Honourable Alexander Dawson, Winnipeg, Mr. George R. Crowe, Winnipeg, Mr. F. H. Sherman, Taber, Alta.

The said Board begs to report that the majority of Board reports as follows:—

(1) We were unable to effect a settlement of the disputes between the employers and the employees:

(2) We do not feel called upon to give any opinion as to whether or not the Union should be recognized.

(3) We do not consider that the rate of wages in the Lignite Fields of Southern Alberta should govern the rate of wages in the Lignite Fields of Eastern Saskatchewan.

As to an eight-hour working day, from conversation with the employers and employees, and from the evidence given (a copy of which is sent herewith), there does not appear to be a general desire for same. The working of this mine must necessarily be conducted in a different manner from one which is worked for all or nearly all the year. There is practically no demand for the Bienfait Coal for a considerable portion of the year. During the summer the quantity of coal taken from the mine is very limited. It would not be desirable or even practicable to establish a rigid system of an eight-hour working day, besides the coal is of such a nature that it does not stand storage and at the season of the year when a somewhat heavy demand arises for this coal unless there is some elasticity as to the hours constituting



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a working day very considerable loss would arise to the employers, and we are not able to see that an eight-hour working day firmly adhered to would be in the best interest of the employees.

We recommend that the same rate of wages and contract mining rates be paid at the Manitoba and Saskatchewan Coal Company, Ltd. mine as prevail at the Taylorton and Roche Percee Coal mines.

Winnipeg, 26th day of November, A.D., 1908.

(Sgd.) A. DAWSON,  
G. R. CROWE.

## TEXT OF MINORITY REPORT.

MINOT, ALTA., Dec. 17, 1908.

TO THE HONOURABLE THE MINISTER OF LABOUR,  
Ottawa, Ontario.

In the Matter of the Industrial Disputes Investigation Act, 1907, and in the matter of differences between the Manitoba and Saskatchewan Coal Company of Bienfait, Sask., and its Employees.

Submitted on the 22nd day of April, A.D., 1908, by the Department of Labour to the Board of Conciliation and Investigation, consisting of The Hon. Alexander Dawson, Winnipeg, Mr. George R. Crowe, Winnipeg, Mr. F. H. Sherman, Taber, Alta.

The undersigned acting as a representative of the Employees on the above Board begs respectfully to submit the following as a minority report.

The failure to bring about a settlement of the above dispute was chiefly owing to the arrogant attitude assumed by Senator Watson and his fellow directors. Their principal contention being that they refused to recognize the right of any labour union to make a collective agreement on behalf of their employees.

I regret that my colleagues upon the Board of Conciliation and Investigation failed to express their opinion one way or the other upon this important question, as affecting employers and employees. Every other Board upon which I have had the honour to serve has decided that the employees have a right to make a collective agreement through their respective unions.

I, therefore, say that the United Mine Workers of America should receive full recognition at the hands of the Company. No evidence was given to show that the Company were not making as much profit as the mines in the lignite coal fields of Southern Alberta, the work being very similar. The cost of living is little if any cheaper. I think that the same rates and conditions of labour should prevail at all mines competing in that same market.

I, therefore, recommend as a basis of settlement that an agreement should be made between the Company and the Union upon the same basis as the agreement now in force between the Western Collieries, Limited, of Taylorton, Sask., and the U.M.W. of A. All of which is respectfully submitted by,

Yours obediently,

(Sgd.) F. H. SHERMAN.

IV.—APPLICATION FROM EMPLOYEES OF THE WESTERN DOMINION COLLIERIES, LIMITED, OF TAYLORTON, SASK.—AGREEMENT CONCLUDED ON ALL POINTS.

Application received—March 16, 1908.

Parties concerned—The Western Dominion Collieries, Limited, and employees.

Applicants—Employees.

Nature of industry concerned—Coal mining.

Nature of dispute—Wages and hours.

Number of employees affected—90.

Date of establishment of Board—April 10, 1908.

Membership of Board—His Honour R. H. Myers, County Judge, Winnipeg, Man., Chairman, appointed on the joint recommendation of the other members of the Board; Mr. Jas. O. Hannah, Calgary, Alta., appointed on the recommendation of the employers; Mr. F. H. Sherman, Taber, Alta., appointed on the recommendation of the employees.

Report received—May 5, 1908.

Result of inquiry—Differences adjusted and agreement concluded before Board, effective from May 1, 1908, to May 1, 1909. Strike averted.

The questions at issue in this matter were stated in the application to be as follows:

Full recognition of the United Mine Workers of America; eight hours work per day; and standard wages of district No. 18, "as now prevailing in lignite fields of Southern Alberta." The Company in its reply insisted that the wage scale was practically the same as that which had been in use for five years, and was that in use in the Souris Coal fields, and submitted that uniformity of wages should govern in respect to the same class of work in the said area. The claim for increase was said to be based on the wage schedule as existing at Lethbridge, Alta., and Taber, Alta., where the coal was bituminous, whereas the coal mined by the present Company at Taylorton was lignite, and sold at an amount half the price of the products of the bituminous mines, this low price being one that would not allow of any increase in the cost of production.

The Board met at Winnipeg on April 16 and organized, meeting then successively on April 17, 18 and 20. On the evening of Monday, April 20, a joint conference was held between the members of the Board in the present case, and Judge Dawson and Mr. G. R. Crowe, members of a Board established to deal with differences between the Manitoba and Saskatchewan Coal Company and its employees at Bienfait, Sask., in the close vicinity of the scene of the present dispute, Mr. Sherman being a member of both these Boards. The two Boards proceeded together to Bienfait on April 29, and

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held joint sessions there with the object of reaching an agreement in each case. The discussion showed, however, that it was impossible to reach a joint agreement, and the Boards then proceeded separately. The final meeting of the Board in the present case was held on April 30. The evening session on this occasion extended until 3 a.m. on May 1, when an amicable agreement was reached on all points, and signed by both parties. The agreement included full recognition of the United Mine Workers of America, and the cessation of the check-off system. On all other points an arrangement was reached by mutual compromise. The text of the report and agreement follows.

## REPORT OF THE BOARD.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between The Western Dominion Collieries, Limited, and the Employees of the said Company.

The Board of Conciliation and Investigation appointed herein under the provisions of the above named Act and composed as follows:—Frank H. Sherman, of Taber, Alta., recommended by the employees; James O. Hannah, of Calgary, Alta., recommended by the Company; and His Honour Judge Robert H. Myers, of Winnipeg, Man., appointed by the Minister of Labour as Chairman of the Board, beg to report as follows:—

By mutual agreement we met first in the city of Winnipeg on Thursday, the 16th day of April, 1908, at 10 o'clock in the morning, all the members of the Board being present. The members subscribed and took the oaths of office before His Honour Judge Walker and His Honour Judge Myers, Justices of the Peace.

The Board met each forenoon and afternoon of the 16th, 17th, 18th and 20th days of April endeavouring to bring about a settlement of the differences between the Company and its employees, which differences were ascertained to be briefly as follows:—

1. Recognition of the Union.
2. Hours of labour.
3. Rate of wages.
4. Employment of a check weighman.
5. Price of powder.
6. Re-instatement of discharged men.

The coal mine affected was at Taylorton, Saskatchewan, and during our conferences we became aware of the establishment of another Board with another chairman to endeavour to settle a similar dispute in the same coal fields between the Manitoba and Saskatchewan Coal Company, Limited, and its employees. This fact retarded our negotiations, although considerable progress was made. Mr. John R. Galvin and Mr. Sherman represented the miners, and Mr. R. R. Taylor, General Manager, and C. C. Symons, Mine Manager, represented the company at these conferences.

On Monday night, 20th April, 1908, the Board held a joint conference with His Honour Judge Dawson and Mr. G. R. Crowe, of the other Board, and we decided to go to the coal fields on Wednesday, 29th April, and endeavour jointly to effect a conciliation.

The two Boards proceeded to Bienfait, Saskatchewan, on the 29th April and held a joint meeting that evening.



On Thursday, the 30th April, the Boards held a joint meeting at the mine, when it was plainly apparent that the Manitoba and Saskatchewan Coal Company had resolved to fight the Union and declined to confer with the officials of the U.M.W. of A., who represented all the men at the mine. The Boards, therefore, proceeded separately. Our Board met the officers of the Company and of the Union, and we made many efforts to induce the parties to come to a fair and amicable settlement. We adjourned until 8 o'clock p.m., when we again met at Taylorton and continued in session until 3 o'clock a.m. of the 1st May, when an amicable agreement was reached. The Chairman drew up the draft agreement, and it was duly signed in our presence, and a copy thereof is transmitted herewith. The Board met again in Winnipeg on Monday, 4th May, 1908, when the typewritten copies of said Agreement were produced and examined and signed.

The Board are unanimously of the opinion that the agreement effected is fair and reasonable under the conditions prevailing in these coal fields.

The Board having concluded its labours agreed upon the above report.

All of which is respectfully submitted.

R. HILL MYERS,

Chairman.

F. H. SHERMAN,

JAMES O. HANNAH.

Dated at Winnipeg, this 4th May, 1908.

#### AGREEMENT.

It is hereby agreed between the Western Dominion Collieries, Limited, of the first part, and the employees of the said Company as represented by the United Mine Workers of America, District No. 18, of the second part, as follows:—

1. This agreement covers the mines and outside plant operated by the said Company, and all persons accepting employment at these mines agree to be governed by the following rules and regulations:—

(a) In case any dispute or grievance arise under this agreement or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company or any person or persons employed, or by the men as a whole, then the parties shall endeavour to settle the matter as hereinafter provided. But before any grievances shall be submitted to the Pit Committee, the person or persons affected shall endeavour, by personal application to the Pit Boss, to settle the matter, and in the event of them agreeing, their decision shall be final.

(b) In case of any local dispute arising in any mine, and failure to agree between the Pit Boss and any employee, the Pit Committee and Mine Superintendent shall endeavour to settle the matter, and if they agree, their decision shall be final.

(c) In the event of the failure of the Pit Committee and the Mine Superintendent to settle any dispute so referred to them, as well as in the event of any other dispute arising, the matters in dispute shall be

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referred to the General Superintendent or General Manager of the Company and the Officers of District No. 18, U.M.W. of A., for settlement, and if they agree their decision shall be final. Should they fail to agree, it shall be referred to a joint committee, said committee to be made up of three operators appointed by the Company, and three miners appointed by District No. 18 of the U.M.W. of A., for settlement. If they agree their decision shall be binding upon both parties. A majority of the full committee must vote in favour of any action before it can be declared carried. In the event of a failure to agree, the committee shall endeavour to select an independent chairman, and failing to agree upon an independent chairman, the Minister of Labour shall be asked to appoint such chairman; the decision of the committee thus constituted shall be binding upon both parties. The joint committee, when necessary, shall meet on the second Monday of each month.

(d) In the meantime, and in all cases, while disputes are being investigated and settled, the miners, mine labourers and all other parties involved must continue to work pending investigation and until final decision has been reached, but where miner, miners, mine labourer or mine labourers has or have been discharged by the Company, he or they shall not remain in the employ of the Company while his or their case is being investigated and settled. If a claim be made within five days where a man or men has or have been unjustly discharged, the case shall be dealt with according to this article, and if it is proven that he or they have been unjustly dealt with, he or they shall be reinstated. If claim is made for compensation for time lost in cases where reinstatement has followed, it shall be left to the joint committee to decide what amount, if any, is to be paid.

(e) Any breach of this agreement by any of the parties hereto is not to void the said agreement, but same is to continue in full force and effect. It is not intended, however, by this sub-section to abridge the right of the men to suspend work after final settlement as herein provided, if any operator or operators refuse to be bound by any decision given against them under this article.

Provided, nevertheless, that the right to hire and discharge employees, the management of the mine, and direction of the working forces, are vested exclusively in the Company and the U.M.W. of A., shall not abridge this right.

2. No miner working at contract work on coal shall be allowed to hire labourers.

3. The Company agrees to give the U.M.W. of A. a full recognition and agrees to the check-off system, that is to say, upon the individual request in writing of any of the Company's employees, the Company shall deduct such monies from their wages as is designated for dues, assessment fines and fees, and pay same over to the payee of such orders.

4. The hours of labour for all outside men shall be 10 hours per day, and for all inside or underground men shall be 8 hours per day at their working place or at place of mine, as the case may be.

Provided, however, that in cases of emergency when the Company receive rush orders for coal the men agree to work overtime to enable the Company to fill such orders at the same rate of wages per hour for extra time as provided in the wage schedule hereunder.

5. The Company will grant the right of the miners to employ check-weighers and will grant the said check-weighers every facility to enable them to render a correct account of all coal weighed, and will allow the cars to be tared from time to time, and the machine to be properly tested from time to time, and will deduct from the wages of all contract miners

such amounts as individual orders may be presented for from time to time, and will pay over the same to the Secretary of the Local Union for wages of check-weighers. Provided that the check-weighers shall be taken from among the Company's employees.

## 6. SCHEDULE OF WAGES:

Hoisting engineer.....	\$ .31 $\frac{1}{4}$	per hour
Firemen.....	65.00	per mos.
Box-car loader.....	.25	per hour
Dumper.....	.22 $\frac{1}{2}$	"
Trimmer.....	.21	"
Tipple men.....	.2	"
Carpenters.....	.30	"
Blacksmith.....	.32 $\frac{1}{2}$	"
Blacksmith (second).....	.22 $\frac{1}{2}$	"
Cager.....	.25	"
Pumpers.....	.25	"
Drivers.....	.28 $\frac{1}{8}$	"
Tracklayers.....	.28 $\frac{1}{8}$	"
Tracklayers' helpers.....	.26	"
Timber men.....	.28 $\frac{1}{8}$	"
Timber men's helpers.....	.26	"
Door boys.....	.12	"
Teamsters.....	.21 $\frac{1}{2}$	"

Contract miners rates to remain as at present.

7. The price of powder, fuel and rents shall remain as at present.

8. This agreement shall commence from this 1st day of May, 1908, and terminate on the 1st day of May, A.D. 1909.

Signed and agreed to this 1st May, 1908.

(Signed) R. R. TAYLOR,  
General Mgr. Western Dominion Collieries, Ltd.

(Signed) C. C. SYMONS,  
Mine Manager.

(Signed) F. H. SHERMAN,  
President, District No. 18, U.M.W. of A.

(Signed) JOHN R. GALVIN,  
Vice-Pres. District No. 18, U.M.W. of A.

Witnesses:

(Signed) R. HILL MYERS,

(Signed) J. O. HANNAH.



V.—APPLICATION FROM EMPLOYEES OF THE CUMBERLAND RAILWAY AND COAL COMPANY, OF SPRINGHILL, N.S.—BOARD ESTABLISHED—NO CESSATION OF WORK.

Application received—March 25, 1908.

Parties concerned—Cumberland Railway and Coal Company, Limited, of Springhill, N.S., and employees.

Applicants—Employees.

Nature of industry concerned—Coal mining.

Nature of dispute—Wages.

Number of employees affected—1,600.

Date of constitution of Board—April 29, 1908.

Membership of Board—His Honour W. B. Wallace, County Judge, Halifax, N.S., Chairman, appointed by the Minister in the absence of a joint recommendation from the other members of the Board; The Honourable John M. Armstrong, North Sydney, N.S., appointed by the Minister in the absence of a recommendation from the Company; Mr. R. B. Murray, Springhill, N.S., appointed on the recommendation of the employees.

Report received—May 26, 1908.

Result of inquiry—Strike averted.

The application in this case was received from the officers of Mechanics' Lodge, No. 23, Provincial Workmen's Association, and set forth the following demands: (1) An advance on wages for repair work. (2) An advance on wages for No. 3 mine fanmen. (3) An advance on wages for Charles Roney, carpenter. (4) An advance on wages for Wilson Demmings, car inspector.

The Cumberland Railway and Coal Company, in a communication to the Department, stated that the Company would take no part in the proceedings in connection with the application, for the reason that the application was made contrary to the terms under which the members of Mechanics' and Pioneer Lodges resumed work on October 29 preceding, after a strike of thirteen weeks. The Company also set forth replies to the various grievances, taking exception in each case to the claims made. In the matter of repair work, figures were given to sustain the contention of the Company that it was paying higher rates than those paid for a similar class of labour at other mines. Special reasons were urged also against increases of wages being granted in response to the other demands. The Company refused to recommend a person for appointment to the Board. The Board having been duly established by the Minister, as above stated, began its sessions at Springhill on May 13, and heard evidence from representatives of the men, and on behalf of the Company, several officials of the latter being subpoenaed for the purpose. A few days later the Board met again at Halifax for further deliberation, and for the purpose of preparing a report. The findings of the

Board were signed by the chairman and Mr. MacDonald, and were adverse to the claims of the men on each point. The Board added a rider to its findings as follows, viz.:

“The Board deems it proper to add to its findings this statement—that the declaration in the ‘ultimatum’ issued by the General Manager of the Company last October, when the men returned to work, ‘that there cannot be any increase in wages in the district covered by the award now or later,’ would not in any way have interfered with a finding in favour of any of the applicants herein, if the evidence submitted to the Board justified such a finding.”

Mr. Murray, in a minority report, supported the claims of the men in several cases. In the matter of repair work, he held the ten men doing underground repair work to be entitled to the advance demanded, but as to the one man doing overground repair work, the claim advanced was not sustained, though an increase on this man’s present wages was recommended. In the case of the fanmen, Mr. Murray’s findings agreed with those of the Board. In the cases of Roney and Demmings, Mr. Murray recommended the increases demanded. The text of the report and minority report follows:—

#### TEXT OF REPORT OF BOARD.

In the matter of the Industrial Disputes Investigation Act, 1907, and of The Cumberland Railway and Coal Company, Limited, Employer, and certain employees of the said Cumberland Railway and Coal Company, Limited, Employees.

The Board composed of Mr. R. B. Murray, Hon. J. N. Armstrong and Judge Wallace, Chairman, met on the 13th day of May, 1908, at ten o’clock at a public hall in Springhill, the locality of the dispute between the above parties, and having taken the oath of office, proceeded with the reference.

The employees were represented by three of their number designated by Mechanics’ Lodge, No. 23, P.W.A., of which all the employees interested are members. Their case was conducted by them in a fair and upright way. The Company was not represented, having declined to take part in the reference, on the ground that the terms of an “ultimatum” issued by the Company during a strike last year were accepted by the present employees when they resumed work, and therefore acted as a bar to this inquiry. The Board sat in the morning and afternoon of the 13th, and during that time all the witnesses offered on behalf of the employees were examined and their examination concluded. At the close of the afternoon sittings, the chairman, after consultation with the other members of the Board, announced that the Board had decided, inasmuch as any decision to be finally given by the Board in this matter, would be entitled to greater weight if evidence were submitted by each party to the dispute, to subpoena the General Manager and the Manager of the Company. Accordingly the Board adjourned until ten o’clock, May 14th, and in the meantime the subpoenas were issued by the chairman and duly served. At the opening of the sittings on May 14th, Mr. J. R. Cowans, General Manager of the Company, and Mr. Hargreaves, Manager of the Company, were in attendance. Two other officials of the Company, Mr. David Stewart and Mr. Muirhead, were also present, and it appearing that Mr. Stewart, assistant to the General Manager of the Company, and

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Mr. Muirhead, Mechanical Superintendent, were more familiar with the points at issue than the gentlemen who had been subpoenaed, it was unanimously resolved by the Board to call Mr. Muirhead and Mr. Stewart as witnesses, and they were accordingly examined. The chairman informed the Lodge Committee that those witnesses could be cross-examined by them or any of them, and various questions in cross-examination were asked of each witness by the members of said committee.

The Board then adjourned, to meet at Halifax to consider the case and make a report.

The Board met at Halifax on May 18th, and sat from 10 o'clock until 4, with an hour's intermission at noon. The Board—a majority thereof—sat again from 5 o'clock until 6 o'clock, and again from 7 o'clock until 11 o'clock, deliberating and preparing a report. Considerable time was spent on subsequent days by individual members of the Board preparing the majority and minority report respectively.

The following are the findings of the Board:—

There are four classes of cases, "A," "B," "C" and "D," in dispute between Mechanics' Lodge, No. 23, P.W.A., and the Cumberland Railway and Coal Company, Limited.

Claim "A" is in respect to an advance of wages for repair work. There are two classes of men in the mechanical branch, working on repairs, viz., those who labour underground and those whose work is performed on the surface, the present rate of wages for the former class being 15 cents per hour, plus 22 per cent., and the rate for the latter class being \$1.20 plus 22 per cent. per day. The wage now asked for on behalf of this class of underground and surface work is a flat rate of \$1.85 per day of 8 hours for underground men and 10 hours for surface men.

Undoubtedly, the work in question is disagreeable and trying.

It is urged by the applicants, as a justification for the increase desired, that this class of work commands a higher rate of pay in some other collieries, and as proof of this contention, the schedule of rates applicable to the Dominion Coal Company's employees was put in evidence. In reply, the Mechanical Superintendent of the Cumberland Railway and Coal Company testified that this class of men were paid at a higher rate at Springhill for the same number of hours than the employees of the Dominion Coal Company. The tabulated statement marked "W" in the written answer of the company was also verified by the Assistant to the General Manager.

The applicants for an increased rate of pay seemingly regard this question of the rate of pay prevailing in other similar employment within the Province of Nova Scotia under similar conditions as affording a fair test to enable the Board to determine what would constitute a fair wage. Applying that test, which is generally a fair one, to the issue before the Board, and examining the whole of the evidence upon that question, the Board finds that the applicants in this class are paid at least as high a rate for the number of hours as men of a similar class employed by the Dominion Coal Company.

The Board finds that the applicants in this class have not established their claim to the desired increase.

Claim "B" is on behalf of the fanmen at No. 3 Mine. An objection was raised by the company in regard to this claim, and also in respect to the two following claims, that as the persons affected were less than ten in number, the act did not apply. The chairman ruled against this objection.

The present rate of wage for the fanmen per day of 12 hours is \$1.20 plus 22 per cent. They ask for a flat rate of \$2.00 per day of 12 hours. The Board finds that the work which they have to perform is work generally given to old and infirm employees. One of the claimants has been sick for



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two years and could not perform any other work, and, therefore, applied for this work. The other claimant had a crippled leg and he requested a similar job. It was asserted on behalf of these men that workmen doing similar work for the Dominion Coal Company get a better rate of pay, but the Board finds that the employees doing this work at the works of the Dominion Coal Company have also the responsibility for the air compressors, and that their work is substantially different.

The Board therefore unanimously rejects this claim.

Claim "C" related to Charles Roney. It appears that he is in the same class and is paid at the same rate as ten others. They are not skilled workmen, but might be described as handy men. While there may be only a slight difference between this claimant and some of the men in the class just above him, the Board finds that the applicant in this case has not established his claim for the increased wage.

Claim "D" relates to the case of Wilson Demmings, car inspector. His wage is \$1.30 plus 22 per cent. per day. Applicants ask on his behalf a flat rate of \$2.00 per day, claiming that this is the rate which such class of work commands elsewhere. This employee has now the benefit of an assistant at his work, and the duties of Mr. Demmings have not increased since the increase of pay given him. It was amply shown by evidence to the satisfaction of the Board that Mr. Demmings is a painstaking, industrious and capable employee, but the Board cannot find that he has established his claim to the increased rate asked for by him.

The Board deems it proper to add to its findings this statement,—that the declaration in the "ultimatum" issued by the General Manager of the company last October, when the men returned to work,—"that there cannot be any increase in wages in the district covered by the award now or later," would not in any way have interfered with a finding in favour of any of the applicants herein, if the evidence submitted to the Board justified such a finding.

Enclosed herewith are the evidence and exhibits used in the reference.

Respectfully submitted,

(Signed) W. B. WALLACE,

(Signed) J. N. ARMSTRONG.

May 21st, 1908.

THE HONOURABLE RODOLPHE LEMIEUX,  
Minister of Labour,  
Ottawa, Ont.

#### TEXT OF MINORITY REPORT.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between The Cumberland Railway and Coal Company, Limited, Employer, and Mechanics' Lodge, No. 23, P.W.A., Employees.

HONOURABLE RODOLPHE LEMIEUX,  
Minister of Labour,  
Ottawa,

Sir:

I have the honour to submit the following report with respect to the above reference.

It is with much regret that I cannot place on record the concurrence of my colleagues on the Board in the findings and recommendations I have arrived at in regard to the cases submitted under such reference.

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The Board, composed of His Honour Judge Wallace, Chairman; Honourable J. N. Armstrong and R. B. Murray, met at Springhill on Wednesday, the 13th May, 1908, at 10 a.m., after subscribing to the prescribed oaths of office and some introductory remarks by the chairman the taking of evidence was proceeded with.

The Secretary of the Lodge filed a certificate appointing Messrs. Fox, McInnes and Price as its representatives as provided by the Act. They seemed to have a carefully prepared brief of the evidence of each witness, and at the close of the first day's enquiry were complimented by the chairman on the creditable way in which they presented their case. The company was not represented at the first hearing, but later on in the enquiry subpoenas were issued by the chairman calling on the General Manager and Manager of the Company to appear and give evidence. They were present the following morning and requested that Messrs. Stewart and Muirhead, assistant to the General Manager and Mechanical Superintendent respectively, take the stand in the company's behalf. This they did, Mr. Stewart confining himself mainly to reiterating the company's statement in reply to the Lodge's claims, and Mr. Muirhead to a contention that the existing wages paid to the men on whose behalf the Act was primarily invoked, were as high as labour of a class commanded elsewhere. Messrs. Stewart and Muirhead were subjected to a mild cross-examination by the representatives of the Lodge, and were asked some pertinent questions by the members of the Board. This completed the taking of evidence, and the Board adjourned to meet again in Halifax on the following Monday. Conferences by the members were held in the morning and afternoon of that day in the chairman's office in the Court House. It shortly developed that the majority of the Board held totally opposite views with regard to the cases in dispute to that of the other member, although when the Board finally dispersed, the chairman freely admitted his mind was still open on one case, i.e., the "repairs rate case." It was decided, however, that the reports of the Board's findings should be forwarded to the Department, one, representing the views and recommendations of the majority, the other embodying the conclusions and recommendations of the minority member.

In the application for this reference, there were four cases set out as being in dispute between the Lodge and the company, these cases were designated in the application as follows:—

First case is in respect to an advance on wages for repair work.

Second case is in respect to an advance on wages for No. 3 fanmen.

Third case is in respect to an advance on wages for Charles Roney, carpenter.

Fourth case is in respect to an advance on wages for Wilson Demings, car inspector.

Although the foregoing cases were not taken up by the Board in the order named it is the intention of the writer to discuss and report on them in successive following; therefore, the "repairs rate" shall be the first under consideration.

## FIRST CASE.

The evidence disclosed that in this employ there are at least two classes of repair work in connection with the mechanical branch, repairs to steam pipes and machinery underground and repairs to pipes and machinery overground, including cleaning of boilers. In the underground section there seems to be about ten men affected, and in the overground one man only, Andrew McCarren, claimed redress at the hands

of the Board. For the underground men, the witnesses, George McLeod and John Campbell, gave evidence which seemed conclusive, that their work was performed frequently in high temperatures, sometimes at 116 degrees, their hours were erratic, being subject to a call at any time during the night, when their day's work is over, and in addition to this, to use their own language, "we are frequently employed on Sundays." The present rate of pay for these men is 15 cents per hour plus 22%, their contention being that this rate is altogether inadequate for the class of labour they are called upon to perform. In view of their receiving no excess pay for their Sunday work or extra calls, as it appears is customary in other places in similar industries and on works where Sunday labour is necessary, and in view likewise of their having to work mostly under conditions and at a temperature which they claim is hazardous and must of necessity be prejudicial to health, the claim the Lodge is making in their behalf of 39c per day of eight hours extra surely cannot be considered an unreasonable one. The Company, through Mr. Muirhead, contends that these men are sufficiently paid already. This is natural, and usually the plea put forward in such cases by employers, but it does not lessen the fact of the soundness of the men's claim notwithstanding. To emphasize the reasonableness of the Lodge's contention, they put in evidence a telegram from the General Manager of the Company wherein an express promise was made that under certain conditions this matter of repair rates would be adjusted to the satisfaction of the men interested. The Company now repudiate that telegram, or as Mr. Stewart puts it for them, "The whole thing is now off."

So convinced am I that the Lodge has made their claims and contentions good with regard to this underground repair work, I have no hesitation whatever in recommending that men at this class of work should be paid a flat rate of \$1.85 per day of eight hours, my conviction is, taking all the circumstances into consideration, any jury in the land should award them at least this amount.

With respect to the other class of repair work with which Andrew McCarron alone is interested, this man swears he is at present and has been for the past sixteen months, employed in the class of labour known as overground repair work and tending engines and boilers at the machine shop and No. 1 mine, his duties also consist in cleaning boilers at No. 2, 3 and Aberdeen mines. His present rate of wage is \$1.46 per day, and in the Lodge's application a request was made on his behalf for \$1.85 per day. His evidence shows that when he is occasionally taken from his usual work of repairs and boiler cleaning and put to tending engines and boilers, he has been paid the rate of wage which such latter work calls for, and which is in excess of the pay he receives when at the former class of labour. Beyond a doubt, the cleaning of boilers is hot and very dirty work, and \$1.46 appears a very small day's pay for the performance of it. McCarron has frequently to be in charge of two or three men and receives only 6c per day more than they do. Is it not fair to assume that the man who directs should get more than 36c per week over the men who are directed?

The company, through Mr. Muirhead, seem to have little to say with respect to this case. It was admitted the work of cleaning boilers was dirty, but nothing was said by this witness that would indicate that the claim made on behalf of McCarron was an unfair one. This may have been an oversight on Mr. Muirhead's part, but should not now be pleaded to the prejudice of McCarron. It may be safely inferred, however, that McCarron cannot be classed as a skilled labourer in the same sense as the underground repair men, nor could he, if called upon to do so, be able to



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perform the same grade of work as McLeod and Campbell and the others who have Winfield McInnes as their leading man. On that account, and for the further reason of the trend of the evidence, I cannot uphold the Lodge's claim of \$1.85 per day for this man, but strike a medium and recommend that his pay should be increased from \$1.46 to \$1.65 per day of ten hours.

## SECOND CASE.

Concerns two men, Arthur Cooke and John D. Cameron. These men are employed as fanmen at No. 3 mine, they work on twelve hour shifts opposite to each other. From the evidence, it seems their work consists in the main in constant attendance on their engines, and the principal feature of it is its monotony. The job under the law requires the holders to be possessed of certificates of competency. Cooke and Cameron's pay is at present \$1.46½ for twelve hours, the Lodge has asked on their behalf \$2.00 for the same time. The Company take very strong exception to this case, and claim that it was work suitable only for broken down or worn out men, and was given to Cooke and Cameron "simply because they made application, and if they are able to perform other duties, there is a good job open to them." Mr. Muirhead further stated that a boy ten years old could do equally as well the work that is necessary.

Taking this matter into long consideration and viewing it as I have from every aspect and with a full knowledge of the responsibility it involves upon me, I am led to the conclusion that in a spirit of fairness I cannot do otherwise but recommend that the prices for this class of labour remain as at present, but this recommendation is not to be treated as a precedent for future demands by the Lodge or individuals employed at it, for an increased pay in respect to it.

## THIRD CASE.

This relates to a demand for an increase of pay for Charles Roney, a carpenter, from \$1.40 plus 22% to \$1.60 plus 22%. The evidence goes to show that Roney has been engaged for fifteen years or more at the carpenter trade; he works side by side with two others who receive \$1.60 plus 22% and does exactly the same class of work as they perform; he swears he is equally competent as they, working at finishing houses, making trolleys, wood wagons, mine cars, etc. He swears also the work is all alike, that of one being no better or worse than the others. The witness, Anthony Johnson, corroborates Roney's testimony in nearly every particular, and swears Roney is a competent and efficient carpenter, and conscientiously says that his present rate is inadequate for his services and not in accordance with other carpenters in the employ who receive \$1.60 plus 22% per day, and further from his knowledge of Roney's ability and that he does exactly the same class of work as the two others referred to, he should receive the same wage as they. The Company make reply to this by stating that Roney is not a tradesman, and name him as a "handy man," and in the same class as ten others. Mr. Muirhead swears that Roney is on a par with the ten men referred to and that they are not skilled workmen. Inasmuch as Roney is not in Mr. Muirhead's department, not much credence should be given to the latter's evidence; it was evidently made in good faith, but must, of necessity, be largely hearsay and not from a personal knowledge of the facts. That Roney is a trades-

man in the broad sense of the word can hardly be doubted, and to classify him with the box repairers on the bank heads is unfair. The telegram from the General Manager hereinbefore referred to contains this clause, "Charles Roney's claim will be considered when work is resumed as well, and if he is entitled to the wage he requests, the same will go into effect from the 16th instant (i.e., August, 1907)." The question then arises has the Lodge proved that Roney is entitled to the wage he requests, or should the mere *ipse dixit* of the Company be taken that he is little better than a wood butcher? It strikes me the only fair and tenable ground for me to stand on with respect to this third case is to recommend that Charles Roney receive a daily wage of \$1.60 plus 22%, and I so recommend accordingly.

#### FOURTH CASE.

As stated in the application, "is in respect to an advance on wages for Wilson Demmings, car inspector." Here is a man who has been in the employ for fourteen years, sober, painstaking, careful and industrious, with the lives of the travelling public and valuable rolling stock committed to his care, a letting up of vigilance on his part would result in loss of life and property, and yet his pay only amounts to the meagre sum of \$1.58½ per day. He swears that during all the time he has been car inspector, there has never been a case where an accident has occurred through any neglect on his part; he also swears he has tried on various occasions to get consideration by way of increased pay, and they (the company) gave him the impression they would consider it favourably. Demmings' evidence is reinforced in a most convincing way by that of George Watt, I.C.R. car inspector at Springhill Junction, who, among other things says that Demmings' duties are practically the same as the duties of a car inspector on the I.C.R. For such work as he (Demmings) has to perform, they would receive \$2.00 per day on the I.C.R. for 10 hours. The witness also testified that considering the duties Demmings is called upon to perform, the sum asked (\$2.00) is quite reasonable.

The company, as in Roney's case, set up the plea that Demmings is being sufficiently paid already, and Mr. Muirhead, who, although he testified to having nothing to do with Demmings, not being in his department, sought to break down the weight of Mr. Watt's evidence by making a comparison of the work of the latter with that of Demmings, which is not the case in point at all. Watt is the head car inspector at the Junction, and receives 24c per hour and extra pay for overtime and night work. The proper comparison should be with the men under Mr. Watt, who receive 20c per hour, and for night work time and a half, and whose work is identical with that performed by Demmings.

The evidence tendered by the Lodge in support of this claim is to me so convincing, I have no hesitation whatever in arriving at the decision that they have made out a case. I accordingly recommend that Wilson Demmings shall have his present rate of wage of \$1.58½ per day increased to that of \$2.00 per day of ten hours.

The company, in their reply to the application, contend as regards cases 2, 3 and 4, there being less than ten men affected, the Act does not apply and the Board would have no jurisdiction to hear and determine them. They have made the same objections before previous Boards. If there is anything in the contention it should be known, and if there is nothing in it, it should also be known. I have always taken a contrary view, and in support of my opinion quote a decision from the Honourable the Minister of Labour, governing the matter:—

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“ My understanding of section 21 of Industrial Disputes Investigation Act is, that if the number of employees directly or indirectly affected by a dispute is ten or more, the dispute may be referred to a Board, though the parties to whom it may directly relate are fewer in number than ten. If the failure to effect a settlement in regard to a matter affecting only six men is likely to result in ten or more being immediately or subsequently affected, the reference of such a dispute would in my opinion come very properly within the provisions of the Act.”

(Signed)      RODOLPHE LEMIEUX,  
Minister of Labour.

In submitting a minority report of a previous Board, I took occasion to insert therein the following words, “It is the earnest hope of the undersigned that the finding of the Board in the cases which have been investigated will be cheerfully acquiesced in and agreed to by the parties interested.”

Seeing that since those words were written there have been two Conciliation Boards convened in Springhill, in both cases the award being given against the Company, and each finding totally ignored by them, it would appear to me to be unfair to repeat the quoted words in this instance; yet it is my belief it can be safely anticipated the employees will do nothing in the premises to lessen their dignity or jeopardize the confidence which the public has in them.

It can be said with a certainty for the Company, judging by past experience, the present award being in their favour will be received and accepted with jubilation, and my exception to case No. 2 in this reference will no doubt be quoted in the future *ad nauseum*.

I have the honor to be, Sir,

Your obedient servant,

(Sgd.)      R. B. MURRAY.

Dated at Springhill, N.S., 21st May, 1908.



VI.—APPLICATION FROM EMPLOYEES IN THE MECHANICAL DEPARTMENTS OF THE CANADIAN PACIFIC RAILWAY COMPANY—BOARD ESTABLISHED—EMPLOYEES AT FIRST REFUSED TO ACCEPT FINDINGS AND CEASED WORK—RECOMMENDATIONS OF BOARD FINALLY ACCEPTED, EMPLOYEES RETURNING TO WORK.

Application received—April 28, 1908.

Parties concerned—Canadian Pacific Railway Company and various trades in its mechanical departments.

Applicants—Employees.

Nature of industry concerned—Railways.

Number of employees affected—8,000.

Date of constitution of Board—May 13, 1908.

Membership of Board—Mr. P. A. MacDonald, Master in Chambers, Winnipeg, Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. C. P. Fullerton, Winnipeg, appointed on the recommendation of the Company; Mr. James Somerville, Toronto, appointed on the recommendation of the employees. Mr. Fullerton having withdrawn from the Board before its investigation had been concluded and the Company not recommending a substitute, Mr. G. F. Galt, of Winnipeg, was appointed by the Minister to succeed Mr. Fullerton.

Report received—July 16, 1908.

Result of enquiry—Employees refused to accept findings of Board and ceased work on August 5; the employees returned to work on October 5, accepting the Board's recommendations.

The locality of this dispute was stated in the application to be along the Eastern and Western lines of the Company, but the original application set forth the dispute only in the case of the employees on the Western lines, the trades enumerated in the application as concerned being as follows:—boilermakers, Eastern and Western lines, members of the Brotherhood of Boilermakers and Iron Shipbuilders of America; machinists, Eastern and Western lines, members of the International Association of Machinists; iron moulders, Eastern and Western lines, members of Iron Moulders' Union of North America; blacksmiths and helpers, Fort William to Vancouver, members of the International Brotherhood of Blacksmiths and Helpers; boilermakers' helpers, Fort William to Broadview, members of Boilermakers' Helpers' Union No. 127; specialists and helpers of various trades mentioned, Western lines, members of Federal Unions Nos. 12, 14 and 15; specialists and helpers of various trades mentioned, Pacific Division, members of Federal Union No. 23; machinists' helpers, members of Machinists' Helpers' Union No 12610, all in

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the employ of the Canadian Pacific Railway Company. It was estimated by the applicants that the number of persons affected was 1,770 directly and 1,600 indirectly.

The nature and cause of dispute were set forth in the application as follows:—

“On April 1st instant, Canadian Pacific Railway Company served notice of its intention to cancel on May 1st prox., the agreements existing between it and the employees in its mechanical department on Western lines, the said employees being organized according to the different trades represented by them as hereinbefore stated. In effect, the said notice provided for (i) contemplated reduction by Company of wages on and after May 1st. This is borne out by the fact that a number of employees affected by said notice have since received further notice of reduction in wages to take effect May 1st; (ii) cancellation of articles covering trade protection; (iii) cancellation of articles covering rights of committees of employees to meet Company's officers on behalf of men; (iv) removal of restrictions on number of apprentices, and the cancellation of clauses covering advancement of apprentices. The employees object to cancellation of existing agreements and contend that such agreements should continue to remain in force.”

The employees stated that the action of the Company in giving such notice constituted an attempt on its part to deal with sections of particular trades at different times, and is intended to weaken, and has the effect of weakening unfairly, the position of the employees in their negotiations with the Company. The employees further claimed that it was the intention of the Company to cancel existing agreements on Eastern lines as soon as differences on Western lines were settled. The employees maintained also that agreements on both Eastern and Western lines should be considered and settled at one and the same time.

Notice was given to the Company on behalf of employees, members of International Association of Machinists and Brotherhood of Boilermakers and Iron Shipbuilders of America, of their desire to amend at the present time existing agreements on Eastern lines, because they believed, they so said, that it would be only a short time until the Company asked for such amendment.

The said employees, machinists and boilermakers each have one organization covering employees on Company's entire system, all of whom expressed their intention of ceasing work in the event of the Eastern agreements not being considered with, and at the same time as Western agreements, or in the event of differences *re* agreements on Western lines not being satisfactorily adjusted.

The parties signatory to the application were the following, namely:—

W. McFarlane, President District No. 30, Boilermakers and Iron Shipbuilders of America; William Henry, Secretary-Treasurer District No. 30, Brotherhood of Boilermakers and Iron Shipbuilders; Beil Hardy, President, and James H. McVety, Secretary, District No. 34, International Association of Machinists; Osborne L. Wark, President, and William Mossop, Secretary, Iron Moulders' Union; William Marshall, Chairman, and Robert Anderson, Secretary, Blacksmiths' and Helpers' Committee; Thos. Gray, Chairman, and

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James Moore, Secretary, Boilermakers' Helpers; Edward Taylor, Chairman, and John Chapman, Secretary, Federal Unions 12, 14 and 15; Bell Hardy and Jas. H. McVety, representing Federal Union No. 23 and Machinists' Helpers' Union 12610.

The Board was duly appointed, and the enquiry was commenced on May 18. Shortly afterwards, the question arose whether the investigation should include the Eastern as well as the Western lines. The chairman, after having allowed an argument on this point by counsel before the Board, decided that it was impossible to adjust the dispute of the Western lines without at the same time enquiring into conditions with relation to the Eastern lines, and the chairman so reported to the Minister. Mr. Fullerton thereupon withdrew from the Board, and Mr. Galt was appointed as above stated. The enquiry was resumed on June 3, and continued until July 8, the Board proceeding to Moosejaw, Sask., on June 22, to take evidence there, and returning and resuming sessions at Winnipeg on July 2.

The Department received from the applicants on June 8, a request that the original application might be amended by including within the scope of the Board's investigation the Western carmen, and this request being supported by the usual statutory declaration, was complied with.

The investigation was by much the longest and most exhaustive held under the Industrial Disputes Investigation Act, the Board hearing evidence freely on the various points brought before it, several of which were of a technical or complicated nature. The decision of the Board that the Eastern lines came within the scope of the investigation made the number of those directly or indirectly concerned in the dispute much larger than the original estimate, the increased number being placed at about eight thousand. Several important officials of the labour organizations concerned were present throughout the proceedings, as also were some leading officials of the Canadian Pacific, Western division.

The communications received from the Canadian Pacific with reference to the findings of the Board were as follows, being from representatives of the Western and Eastern managements respectively:—

FROM THE WESTERN DIVISION, C.P.R.

Winnipeg, July 24th, 1908.

(At Banff.)

F. A. ACLAND, Esq.,

Secretary, Department of Labour,  
Ottawa, Ont.

Dear Sir,—

I am in receipt of your letter of the 20th inst., enclosing majority and minority reports of the Conciliation Board, the majority report being, I assume, the report of the Board.

From the evidence submitted of facts as they existed prior to and at the time of the meeting of the Board, the Company expected a decision fully upholding the views and contentions of the Company. In so far as



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the decision does not do so, it is not satisfactory to the Company, and although the Company still contends that the position it took and the views it held and contended for are in their entirety correct, nevertheless, for the purpose of assisting in carrying out the spirit of the Act, the Company will accept the decision of the Board.

I accordingly telegraphed you to-day as follows:—

“Your letter of 20th instant enclosing majority report of the Conciliation Board received. While such report does not find in favour of the Company a number of its well founded contentions, and is not to that extent satisfactory to the Company, nevertheless, to assist in carrying out the spirit of the Act, I accept that portion of the decision relating to matters on Western lines, and will confirm by letter.”

This I now beg to confirm.

Yours truly,

(Sgd.) W. WHYTE,  
Second Vice-President.

FROM THE EASTERN DIVISION, C.P.R.

Canadian Pacific Railway Co.,  
Eastern Lines,  
Office of the General Manager,

Montreal, July 29th, 1908.

F. A. ACLAND, Esq.,  
Acting Deputy Minister of Labour and Acting Registrar of Boards of  
Conciliation and Investigation,  
Ottawa, Ont.

Sir,—

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of certain differences between the Canadian Pacific Railway Company and Employees of its Mechanical Departments.

Adverting to the report to the Honourable the Minister of Labour of the Board of Conciliation and Investigation established for the adjustment of differences between the Canadian Pacific Railway Company and certain branches of its mechanical departments forwarded with your letter on the 20th inst., and acknowledged by Mr. Beatty on the 21st inst., I beg to advise you that under all the circumstances, and with a view to complying with the spirit of the Act, this Company is prepared to accept the recommendation of the majority of the Board so far as these recommendations are applicable to the Company's Eastern lines.

You have already received from Mr. Wm. Whyte, this Company's second Vice-President at Winnipeg, an intimation that the report of the Board will be accepted by him on behalf of the Company's Western lines, and while we consider that the Company's contentions have not in some

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respects been given full consideration by the members of the Board, we are prepared to accept it in toto in order that the work of the Board may not be rendered nugatory and the object of the Act thereby defeated.

We are also prepared to accept the suggestion of the Board that its recommendations be given effect to as and from the first of August prox.

I have the honour to be, Sir,

Your obedient servant,

(Sgd.) J. W. LEONARD,  
General Manager.

FROM THE EMPLOYEES.

The Department received, on July 31, the following telegram on behalf of the employees:—

“Winnipeg, Man., 31st July, 1908.

“REGISTRAR BOARDS OF CONCILIATION AND INVESTIGATION, DEPT. LABOUR,  
“Ottawa, Ont.

“Findings of Arbitration Board on C.P.R. disputes not acceptable to employees on either Eastern or Western lines.”

“THOS. J. MURRAY.”

On August 5, a strike on the part of the employees affecting about 5,000, and extending throughout the Canadian Pacific Railway system was commenced and continued during the months of August and September. On October 5, the following telegram from the representative of the employees was received by the Minister of Labour:—

“Winnipeg, October 4, 1908.

“MINISTER OF LABOUR,  
“Ottawa.

“Employees of Canadian Pacific Railway have decided to accept award of Conciliation Board.

“(Signed) BELL HARDY.”

The following message was sent in reply, and a copy of the message received on behalf of the employees was immediately telegraphed to the employing Company:—

“Ottawa, October 5, 1908.

“BELL HARDY,  
“Winnipeg, Man.

“I am directed to acknowledge your telegram to Minister stating employees of Canadian Pacific Railway have decided to accept award of Conciliation Board and to express Minister's satisfaction that the dispute between the Company and its employees has terminated.

“(Signed) F. A. ACLAND,  
“Acting Deputy Minister of Labour.”

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In a circular letter, issued under date of October 5 from Winnipeg, Man., from the headquarters of the joint committee representing all trades in the mechanical and car departments, and which had had charge of the strike, the same being signed by Mr. Bell Hardy, Chairman, Mr. J. H. McVety, Secretary-Treasurer, and other members of the Committee, the strike was ended by an arrangement between the Company and the Committee on the following basis, namely:—

“ 1. Men to advise the Department of Labour of the acceptance of the terms of the award;

“ 2. Strike to be called off East and West.

“ 3. Company to take all reasonable means to find employment for the strikers and to take measures to prevent any discrimination.”

It is understood that the striking employees returned to work immediately at various points along the system, so far as the Company was able to find positions for them, and that when the period covered by the findings of the Board was completed on May 1, 1909, that an agreement was concluded by the mutual consent of the parties affected in relation to the wages and conditions of employment during the ensuing year.

## REPORT OF THE BOARD.

The text of the report of the Board, signed by Messrs. P. A. MacDonald, Chairman, and G. F. Galt, is as follows:—

In the matter of the Industrial Disputes Investigation Act and certain of the employees of the Canadian Pacific Railway Company.

We, the members of the Board of Conciliation appointed to inquire into this matter, beg to report as follows:

Following the interim report\* of the Board, as originally constituted, Mr. G. F. Galt having been appointed by the Honourable the Minister of Labour under Section 48 of the Act, to fill the vacancy caused by the withdrawal of Mr. C. P. Fullerton, the Board, as at present constituted, met on the third day of June, 1908, and on the fourth day of June, 1908, began the taking of evidence at Winnipeg upon the various questions before them.

On the twenty-second day of June the Board proceeded to Moose Jaw, Saskatchewan, to hear evidence there, returning and resuming its sittings at Winnipeg on the second day of July, the evidence being finally concluded on the eighth day of July.

After further negotiation and discussion, the Board is enabled to find as follows:—

The dispute in question arose from the action of the Canadian Pacific Railway Company notifying its employees in the mechanical department on the Western Division of its road, of the termination of certain agreements, which were then in force, and which fully embraced the relations between the Company and these particular employees.

In substitution therefor, the Company presented a set of Rules for the government of its employees in the several trades.

\* The reference is to a communication from the Chairman to the Department, under date of May 21st, setting forth the circumstances relating to the retirement from the Board of Mr. Fullerton.



The differences between the agreements in force and the rules proposed are as follows:—

1. Rule as to the definition of the machinists and boilermakers.
2. Rule as to the method of dealing with grievances.
3. Rule as to the proportion of apprentices to journeymen in each trade.
4. Rule as to the method to be employed for reducing time in shops, where a reduction in the amount of work to be done necessitates either the cutting down of the staff, or the shortening of the hours of labour.
5. Rule as to the make-up of the crews required in cases of wrecks.
6. Rule as to the hours of labour in roundhouses.
7. Rule regarding the duties of helpers to machinists.

Taking the questions in the above order, the Board finds:—

1. That the definition of the Machinists' Trade should be altered by eliminating the clause, "Drill presses, where a boring or facing tool is required, shall be operated on such work by machinists or apprentices."

2. For the old definition of a boilermaker, the Company submit the following:—

First-class Boilermakers to do testing, laying-out, fitting-up and patching.

Second-class Boilermakers to do rivetting, caulking, stay-bolting and tender work.

Tubers, front end and back end.

Netting and ashpan men.

On this question the Board finds in favour of the Company. The result of this finding being to add a class, No. 2, to this trade, it becomes necessary to fix a rate therefor, and the Board accordingly fixes such a rate at forty cents per hour.

On the question of the disposition of grievances, the Company at first claimed that no committees should be recognized, but during the progress of the proceedings submitted that they would be satisfied to allow a clause similar to the provision in the agreement between the Engineers and the Company.

The Board finds that the men have abundantly proved that they are entitled to committee representation, and recommends the adoption of the following clause as effective, fair and just:—

"Employees having grievances, either specific or of a general nature, may present the case to his proper officer. If investigation is desired, the aggrieved party or another employee representing him, may, during work hours, arrange with the foreman for same. Investigation to be held within forty-eight hours after such application, and in case a satisfactory adjustment cannot be made, the case may be referred to the next higher officer of the Department until the manager is approached. If, after investigation, the employee is found blameless, he will be paid for all time lost."

In all the trades the proportion of apprentices to journeymen has been fixed at one to five, and one for the shop. The evidence adduced before us shows that in all trades, excepting that of the machinists, there is no injustice being worked on either side, because the number of applicants for positions does not exceed the ratio provided.

In the case of the machinists, the evidence is that a large number of applicants are prevented from learning this trade by reason of the limitation contained in this rule. Evidence was given to show that the work in the shops would not permit of a larger number of apprentices obtaining a proper knowledge of this trade. But this Board is of the opinion that the

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proportion might be enlarged and made one to four, and one for the shop, without injuring the education of such apprentices, and that the necessity for skilled labour, and the desirability of retaining and developing the boys of the country, rather than importing foreign mechanics, are features which compel attention and justify the Board in favouring this increase.

The rule regarding the reduction of expenses, at present in force, provides for a reduction in time of the whole staff, all the men being satisfied to accept a proportionate reduction in their earnings rather than that any should be discharged.

The company wish to abolish this provision entirely, in order to permit of a reduction of the staff, but retaining the full day's work for those remaining in the employment.

This Board recommends that no change be made in this rule.

By rule in the Machinists' Schedule, it is provided that in case of wrecks, where it is necessary to disconnect or replace engines on track, two machinists shall accompany the wrecking crew. The company claim that this clause should be taken out, and on this point the Board find in favour of the company.

The company asked to have changed the rule with regard to the working hours as applied to roundhouses.

At present, work begins at 7 a.m. and ends at 17 o'clock. It is proposed that the men shall work in shifts, some beginning at 7 a.m., as at present, and ending at 17 o'clock, and others commencing at 8 a.m. and ending at 18 o'clock. The object of this change is to secure continued work in the roundhouses, with a diminution in overtime, a similar arrangement to apply to night men.

No good reason being advanced against this proposal, the Board recommends that this change be made.

The company ask that helpers to machinists should be allowed to use tools, under the direction of the machinists. The Board is not able to recommend this change.

It is the understanding of the Board that, except in so far as the present schedules are altered by the rulings as above, they shall continue in force.

At the time when this Board was constituted, the differences between the company and the employees on the Eastern division of the road as to the details of their schedules had not been presented for consideration. Subsequently, the differences having reached a stage where the provisions of the Act could be invoked, application was made to the Department to have the Board deal therewith, the Minister of Labour, by letter, referring the matter to the Board, if, in its discretion, the questions could properly be decided at the same time with those already under consideration.

The questions above reported upon are questions which are in dispute between the company and the men in the East equally with those on the Western division, and this Board recommends that its findings should apply to the persons interested in the dispute in the East.

One other question remains for disposition, affecting only the employees on the Eastern Division, that is, the question of the right to a nine-hour day, instead of a ten-hour day, with the rate of pay increased to make the earning capacity of the men under the nine-hour day equivalent to that under the ten-hour day provision.

The position of the Company as presented to us on this question is, that if the companies who are their competitors in business grant the nine-hour day in the East, that they will raise no objection to granting this application of their men.

This statement of the company coupled with the knowledge of the Board, that the present conditions of business in this country are not such as to justify employers in increasing wages, enables this Board to dispose of that question by refusing to recommend that the change asked for be allowed. But this Board desires to express its confidence that the Company will, as soon as they may, without injustice to themselves, change the working hours of their men from ten to nine hours a day, with a corresponding increase in pay, along the Eastern Division of its road.

The question of the method to be adopted in the framing of agreements between the Company and the men, whether the Eastern Division and the Western Division should be treated with at the same time, is one presented to the Board for consideration.

After thorough discussion, it appeared that the wishes of the men were to deal by single committee with all trades at the same time and place.

The company have explained that they have no objection to dealing with the men through one committee, but that on their part it will be necessary that this committee should meet with the officials of the company having to do with Western interest, at Winnipeg, and with the officials of the company having jurisdiction over its Eastern matters at Montreal.

The differences between the two parties to this reference, as above set forth, is so slight that the Board feels justified in holding that the schedules should be arranged by negotiations at Winnipeg and Montreal, to be consummated at a time agreed upon.

During the progress of the reference, a further application was received from the carmen, employees of the Company, to be included amongst the employees interested in these proceedings.

The question was referred by the Minister of Labour to the Board for their consideration, and the company agreeing thereto, it is considered that the Carmen are entitled to the benefit of the findings of the Board as above.

The Company, in the event of their position with regard to the abolition of the flat rate not being upheld, claim a decision of this Board, that the flat rate should be reduced to the extent of two half cents per hour, and they have given evidence showing that the rate at present paid by the Company to their employees is higher than men outside the service of the Company are able to obtain.

However, in the answer of the company to the Registrar, it is stated that under the sliding scale proposed, approximately ninety-five per cent. of the employees would receive the same wages as they are now receiving.

The Board, therefore, does not feel called upon to give any recommendation for a reduction in rates.

It is recommended that the settlement should commence on the First day of August A.D. 1908, and should continue until the First day of May A.D. 1909.

(Sgd.) P. A. MACDONALD,  
Chairman.

(Sgd.) G. F. GALT,  
Arbitrator.

Dated at Winnipeg, in the Province of Manitoba, this Sixteenth day of July, A.D. 1908.



## THE MINORITY REPORT.

The text of the minority report, signed by Mr. James Somerville, is as follows:—

Minority report as to the finding of the Board of Conciliation appointed to investigate the differences existing between the Canadian Pacific Railway Company and certain of its employees.

I, James Somerville, being unable to agree to the findings of the Board as submitted to the Department, beg to report as follows:—

1. (a). Taking the questions in the order set down in the report, I submit that: The operation of a boring bar in boring and turning on any kind of a machine where sizing is to be done being recognized generally as machinists' work, no good purpose can be served by eliminating the specific clause. The evidence of the company has not shown any great advantage to be gained, while on the other hand, unnecessary disputes may arise through the change.

1. (b). There is no justification in fact for the grading of boiler-makers to what is termed class No. 2. The evidence before the Board all goes to show that in general practice a boilermaker is a boilermaker, competent to do any part of boilerwork, although in some instances the work is classified for the purpose of increasing the output. In such instances the evidence showed overwhelmingly that a flat rate prevailed in railway service without distinction as to what grade of work a boilermaker might be doing.

The classification proposed tends to increasing the number of what is termed "Specialists"—men with a knowledge of only part of a trade—and a corresponding decrease in the number of allround mechanics. It places in the hands of foremen as powerful a weapon as the "Sliding Scale" and may be used just as unscrupulously.

The Board finds against the sliding scale and against a reduction in wages, but the introduction of this classification effects both, and is therefore misleading to the public.

For instance:—

Taking the evidence of the company's witnesses and Typewritten Exhibits, 19 Boilermakers out of the 36 employed in the Winnipeg shops, over 50 per cent., are reduced  $3\frac{1}{2}$  cents per hour immediately.

Actual practice under the proposed classification reduces the number of what is termed First Class Boilermakers to 8 in the Winnipeg shops, which means that at least 70 per cent. of the total employed can be reduced to the Second Class with a  $3\frac{1}{2}$  cents per hour cut in wages.

The evidence of the company went to prove that not more than 4 of the First Class will be recognized in outside shops such as Moose Jaw and Fort William.

At this ratio 22 out of the 30 men employed between Fort William and Broadview in the boiler trade, or over 70 per cent., are cut  $3\frac{1}{2}$  cents per hour.

Between Broadview and Kamloops, of the 52 men employed, 38 or 70 per cent. are cut  $5\frac{1}{2}$  cents per hour.

Kamloops to Vancouver, where 11 men are at work, 7 or approximately 70 per cent. are reduced  $4\frac{1}{2}$  cents per hour.

The same classification carried into effect on the Eastern Lines as recommended by the Board, means a sweeping reduction among the boiler-makers there.

The principle once admitted can be carried into any and all trades, destroying the men's earning powers through the lessening of the skill required to do a particular part of the boilerwork or a single part of what goes to make up what is recognized as a skilled trade. The allround workman so much in demand at the present time will pass away entirely as he becomes less a man and more of a machine.

The finding of the Board in this respect is a contradiction to other findings in the report—absolutely unfair and misleading.

My report is against any change in the definition of a boilermaker.

## 2. Adjustment of grievances:

I submit the following as fair and equitable:—

Employees having grievances, either specific or of a general nature, may present his case to the proper officer. If investigation is desired, the aggrieved party or the chairman of the Shop Committee, may, during shop hours, arrange with the foreman for a meeting with the Shop Committee. If immediate investigation is not desirable, the foreman will remove as far as possible the cause for dispute, pending the investigation, which must be held within 24 hours after such application. If a satisfactory adjustment cannot be made, the case may be appealed to the highest officer.

If, after an investigation, a man is found to have been unjustly discharged or suspended, he shall be reinstated and paid for time lost.

In connection with this article, there is one subject upon which the Board is silent, and which in my judgment should be commented upon in no measured terms.

When a grievance or dispute arises between a foreman and an employee under his charge, it is the practice for the foreman to first tell his story to his superior, who afterwards hears what the aggrieved or committee has to say. The foreman is not called upon to face the accused, or accuser, as the case may be. The investigation thus becomes a farce.

Instances were given before the Board of investigation being refused in order to protect the foreman from exposure.

This condition has continued to such a length that evidence taken before the Board under oath charging a foreman with falsely maligning a man and actually tampering with his work for the purpose of discrediting him as a mechanic, is of no moment. That he should boast of the company upholding this nefarious practice is a question not worthy of contradiction. That a master mechanic should repudiate an undertaking given over his signature, in a statement to the men, and then make a directly contradictory one to the Board under oath, is of so little consequence to those higher in authority that relationships continue unchanged.

Nothing worthy of refutation was the reply of the company's representative; nothing of moment.

If a proper relationship is to be established between the men and the company, this condition will have to be changed, and the evidence presented to the Board places the onus on the company.

3. In the apportioning of the number of apprentices to the trades as one to four, the Board undertakes to upset offhand a general rule adopted throughout the North American Continent in 1898, and recognized wherever an agreement is in existence with the trades to-day.

If the question was one of first principles—whether it is right to place any limitation or not—then I could understand the attitude assumed by the Board, but I cannot concur in a finding arrived at without data or evidence. I submit the Board is not competent to judge of the fairness or unfairness of one to four or one to five, granted there should be any limitation.

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## 6. Changing of working hours in roundhouses:—

While the system of lapping of hours does not commend itself, a trial of a few months will prove its effect or ineffectiveness as an eliminator of overtime, and without favouring the principle, I recommend that it be put in effect during the life of the proposed agreement.

## Life of proposed agreement:—

I favour the usual 30 day clause for annulment, but if a longer period is desirable in the public interest, one year from date of acceptance would be reasonable.

On the other questions before the Board I am in accord with its findings, except on the one schedule for the system proposition, and the application of the Eastern men.

No evidence has been taken on either question, and the action of the company in holding out a compromise at this time is to my mind based on the principle of "settle out of Court before Judgment is rendered," and its acceptance by the Board prevents further exposure and a strengthening of the men's contention.

The Board in my opinion is not justified in refusing evidence on these two important questions, for the only justification possible is in the strong opposition advanced by the company to the procedure.

The men on the Eastern have as much right to having their conditions investigated as the men in the West, and in this respect I dissent from the finding of the Board.

Respectfully submitted,

(Sgd.) JAS. SOMERVILLE.



VII.—APPLICATION FROM EMPLOYEES OF THE STANDARD COAL COMPANY, EDMONTON, ALTA. — BOARD ESTABLISHED. — AGREEMENT CONCLUDED.

Application received—May 2, 1908.

Parties concerned—Standard Coal Company and employees.

Applicants—Employees.

Nature of industry concerned—Coal mining.

Nature of dispute—Wages and conditions of labour.

Number of employees affected—20.

Date of constitution of Board—June 19, 1908.

Membership of Board—His Honour Judge Taylor, Edmonton, Alta., Chairman, appointed in the absence of a joint recommendation from the other members of the Board; Mr. Frank B. Smith, Edmonton, Alta., appointed on the recommendation of the Company; Mr. F. H. Sherman, Taber, Alta., appointed on the recommendation of the employees.

Report received—July 22, 1908.

Result of enquiry—The Company had previously made an agreement individually with the employees; strike averted.

The application in this case called for “a change of wage allowance, or remuneration of employees or the price paid or to be paid in respect of employment, and a change generally of the conditions surrounding their work in and about the mine.” The Company in its statement in reply urged that the mine officials and the employees had several times during the preceding two months tried to frame a new schedule of wages, but had not been able to reach an agreement for the reason that under the prevailing rates at coal mines in the district, the Company was unable to compete in the market and maintain its present contracts at a living profit. The Company claimed also that there had been no complaints as to the conditions surrounding the workmen in the mine, and that a number of men had notified the Company of their withdrawal from the Union, being dissatisfied with union methods. The Board was then duly established as above stated. The report was unanimous but represented that when the Board met the employing Company submitted an agreement which had been made with the men individually, that it had in consequence been considered inexpedient to call for evidence, and that the Board had, therefore, no recommendations to make. The Department was given to understand that in the meantime work proceeded on the lines of the agreement.

## REPORT OF BOARD.

The text of the report presented by the Board is as follows:—

Edmonton, Alta., July 11, 1908.

Sir:—

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of certain differences between the Standard Coal Company of Edmonton and its employees.

We have the honour to inform you that the Board as constituted met and organized this forenoon, and had an informal conversation over the matter.

In the afternoon the Board met with representatives of the Company and the employees. The Company submitted an agreement made with the men individually, and the Board, after consultation and after hearing what was alleged by both parties, decided that it would not be expedient to call evidence under the circumstances.

The Board therefore have no recommendations to make in the matter.

We have the honour to be, Sir,

Your obedient servants,

(Sgd.) HEDLEY C. TAYLOR,

F. H. SHERMAN,

FRANK B. SMITH.

THE HONOURABLE THE MINISTER OF LABOUR,  
Ottawa, Ont.

VIII.—APPLICATION FROM EMPLOYEES OF THE OTTAWA ELECTRIC RAILWAY COMPANY, OF OTTAWA, ONT.—BOARD ESTABLISHED—AGREEMENT CONCLUDED ON ALL POINTS.

Application received—May 8, 1908.

Applicants—Employees.

Nature of industry concerned—Street railway.

Nature of dispute—Wages and conditions of labour.

Number of employees affected—256.

Date of constitution of Board—May 22, 1908.

Membership of Board—Professor Adam Shortt, Kingston, Ont., Chairman, appointed on the joint recommendation of the other members of the Board; Mr. Geo. F. Henderson, K.C., Ottawa, appointed on the recommendation of the Company; Mr. J. G. O'Donoghue, Toronto, Ont., appointed on the recommendation of the employees.

Report received—June 15, 1908.

Result of inquiry—Agreement concluded on all points; strike averted.

The application for the establishment of this Board was accompanied by a memorandum of certain terms and conditions which the employees had submitted to the management of the Company and which the latter had refused to accept. This memorandum proposed:—

1. That the wage rate of conductors and motormen during the period of this agreement shall be at the following rates:—

First year men, 22 cents per hour on week days, and 24 cents per hour on Sundays.

Second year men and over, 23 cents per hour on week days, and 25 cents per hour on Sundays.

2. That the hours of labour will be as at present, 10 hours, constituting a day's work, or as near 10 hours as the schedule of runs will permit.

3. The Company will give, free of cost, to conductors and motormen who have been in the service for a period of one year and upwards, two uniforms per year, a winter and a summer one; and shall pay one-half of the cost of uniforms for first year men.

4. The Company agrees not to call on any conductor or motorman to perform extra work in excess of their regular scheduled day's work of 10 hours, save in cases of absolute necessity.

5. The Company will meet and treat with a duly authorized committee of the Division on all grievances or disputes which may arise from time to time between the Company and the Division or any member thereof.

6. The Company agrees not to discriminate against any employee by reason of his being a member of Division No. 279.



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7. This agreement and all provisions therein contained, shall expire on the first day of May, 1909.

The Board met on June 2, and an agreement was concluded under date of June 6. The settlement was based on an increase of one cent per hour on the wage scale, being an increase of ten cents per day for the standard day's work, and involving an increased annual expenditure for the Company of \$8,000, while a substantial benefit accrued to the employees of the second, third and fourth years, in having the whole instead of half the cost of their uniforms provided by the Company. Some minor changes in working conditions were also agreed on. The agreement was signed for the Company by Mr. J. E. Hutcheson, Supt., and for the men by Messrs. M. Blanchfield and E. Parks.

## CHAIRMAN'S LETTER.

The following covering letter from the chairman accompanied the agreement received in the Department as the outcome of the deliberations of the Board:—

Queen's University, Kingston, Ont.

June 10, 1908.

HON. RODOLPHE LEMIEUX,  
Minister of Labour,  
Ottawa, Ont.

Dear Sir,—

I am pleased to be able to report that an amicable settlement has been reached in the case of the dispute between the Ottawa Street Railway Company and the motormen and conductors in its service. The settlement takes the form of a new schedule of rates of pay and conditions of employment issued by the company and accepted by the employees. A copy of the schedule duly signed accompanies this report.

The Board of Conciliation was composed of Mr. Geo. F. Henderson, K.C., nominated by the Company; Mr. J. G. O'Donoghue, nominated by the employees, and Professor Adam Shortt, nominated by the foregoing members.

After inspecting the chief lines of the street railway system, the Board met on Tuesday, June 2, at the Board of Trade rooms in the city of Ottawa. At the sittings of the board the Company was represented by Mr. J. E. Hutcheson and Mr. J. D. Fraser, while the employees were represented by Mr. Magnus Sinclair and a committee of six representatives from the motormen and conductors.

The employees asked for certain alterations in the working conditions and an increase in wages of  $4\frac{1}{2}$  cents per hour. It was claimed on behalf of the Company, that under existing conditions there was no justification for a change in the working conditions or an increase in wages.

From observations made by the Board, and from evidence brought forward at the sittings, it was evident that the Street Railway Company took much interest in its men and provided for their comfort and convenience in

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a very generous manner; that, in consequence, it had an exceptionally capable and well set up body of men, who provided an excellent public service. The men claimed, however, that the high cost of living rendered it difficult for many of them at least to meet their requirements upon their present incomes. The Company in reply pointed to the rates of pay and conditions of employment in similar kinds of work. Considerable evidence bearing on the points under consideration was presented on both sides, and was discussed between the Board and the representatives of the parties. A few alterations in working conditions were proposed and agreed to as the hearing proceeded. As regards wages, which was the chief feature to be dealt with, it was felt by the Board that, having regard to the present economic outlook and the unfavourable conditions of employment in other lines, wages almost nowhere advancing, but in several cases declining, no great advance could be expected.

After taking all things into consideration it was proposed by the chairman that an advance of one cent per hour on the present wage scale might be granted; being an increase of ten cents per day for the standard day's work, and involving for the Company an extra expenditure of about \$8,000 per annum. Though not quite convinced of the justice of any advance, Mr. Thos. Ahearn, on behalf of the Company, finally agreed to the proposition in a very generous spirit, and it was afterwards accepted in good part by the representatives of the employees. The employees of the second, third, and fourth years received in addition a substantial benefit, in having the whole, instead of half of the cost of their uniforms provided by the company.

It was understood, as between the parties, that there should be no discrimination by either party for or against any employee of the Company because of his being or not being a member of an organization.

It is learned through their representatives that the employees are very well satisfied with the terms of the settlement.

Yours sincerely,

(Sgd.) ADAM SHORTT,  
Chairman, Board of Conciliation

#### THE AGREEMENT.

The text of the agreement concluded before the Board is as follows:—

#### THE OTTAWA ELECTRIC RAILWAY COMPANY.

##### Conductors and Motormen.

##### Schedule of Wages in Effect June 1, 1908.

1st year's service:	18½c.	per hour for	week days.
	20½c.	"	Sundays.
2nd year's service:	19½c.	"	week days.
	21½c.	"	Sundays.
3rd year's service:	20½c.	"	week days.
	22½c.	"	Sundays.

##### Working Hours.

(a) The hours of labour for regular men will be as at present, ten hours constituting a day's work, or as near to ten hours as the schedule of runs will permit.

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(b) The Company will not call on any conductor or motorman to perform extra work in excess of his regular schedule day's work of ten hours except in cases of necessity. Men will not be expected to work beyond the full day unless they are agreeable to do so.

## Uniform Clothing.

(a) Clothing of conductors and motormen will consist as follows:

For Summer: Full suit, coat, vest and pants.

For Winter: Trousers every year; overcoat every second year.

All conductors and motormen must be so provided.

(b) The Company will pay full cost of such clothing for all men in the service for over one year, and half the cost of those in their first year.

(c) Uniform caps and badges will be supplied by the Company without charge.

As heretofore, the Company will, except in cases of personal dishonesty, meet and treat with individual employees or a committee of the employees on grievances or disputes which may arise from time to time between the Company and its employees.

(Sgd.) J. E. HUTCHESON,  
Superintendent.

We accept the above:

(Sgd.) M. BLANCHARD,  
For the Employees.

(Sgd.) E. PARKS.

(Sgd.) ADAM SHORTT,  
Chairman.

(Sgd.) GEO. F. HENDERSON,

(Sgd.) J. G. O'DONOGHUE,  
Board of Conciliation.



IX.—APPLICATION FROM EMPLOYEES OF THE NOVA SCOTIA STEEL AND COAL COMPANY, LIMITED, NORTH SYDNEY, N.S.—BOARD ESTABLISHED—AGREEMENT CONCLUDED ON ALL POINTS.

Application received—May 12, 1908.

Parties concerned—Nova Scotia Steel and Coal Company, Limited, and its employees.

Applicants—Employees.

Nature of industry concerned—Coal mining.

Nature of dispute—Wages and conditions of labour.

Number of employees affected—1,750.

Date of constitution of Board—June 19, 1908.

Membership of Board—Professor Adam Shortt, Kingston, appointed on the joint recommendation of the other two members of the Board; Dr. David Allison, Sackville, N.B., appointed by the Minister of Labour in the absence of any recommendation from the Company; Mr. J. W. Maddin, Sydney, C.B., appointed on the recommendation of the employees.

Report received—August 1, 1908.

Result of enquiry—Differences amicably arranged; strike averted.

It was stated in this application that in the month of December, 1907, the employees of the Nova Scotia Steel and Coal Company, members of Drummond, Roberts, Pretoria, and Port Cabot lodges of the Provincial Workmen's Association, employed in the Company's mines at Sydney Mines, North Sydney Mines, and Florence, Cape Breton, had applied to the Company for an increase of 15% for all day labourers and mechanics, for work in or about these collieries. The increase asked for labourers and mechanics was to come into effect on May 1, 1908. These increases were demanded because of the alleged increased cost of living. The early proceedings in the matter were delayed by the absence from the country of Mr. Thos. Cantley, General Manager, and the desire of the Company that action should not be taken pending Mr. Cantley's return. Since the slight delay in proceedings incurred in granting this request appeared to afford a better prospect of conciliation, Mr. Cantley's return was awaited.

ATTITUDE OF THE COMPANY.

A statement in reply to the application was received by the Department on June 8. The effect of the reply was that the wages paid by the Company, were as high on the average, as those of any similar collieries in Nova Scotia and that many employees were better paid than those engaged in similar work elsewhere; also that the returns on the capital invested in the collieries had

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for some years been entirely inadequate and did not warrant any increase at the present time in the cost of production. The Company also made the point that owing to the fact that mining operations had been carried on for the extended period of 75 years at Sydney, there were many old men employed in the mines and the cost of coal cutting was materially increased because these old men could not produce as much as the ordinary worker. The Company further dwelt on the depressed condition of the foreign coal trade which it was said increased the competition that confronted the Company in Quebec, its largest market, and on the greatly depressed condition of the iron and steel trade of Canada which was further adversely affected by the high price of fuel, and the Company being concerned extensively in the steel industry as well as coal mining was compelled to take these conditions into account. The statement then set forth at length the earnings of the men and discussed the conditions of the respective collieries. The amount contemplated by the various demands for increases would be not less, it was argued, than \$114,317, and if, as it would be natural to expect, equal increases were made to similar classes of labour in other industrial concerns controlled by the Company, the further sum of \$48,900 would be involved, a total of \$163,217 per annum. The statement concluded with the comment:—"The amount involved in this demand is so great, and as an unfavorable decision of a Conciliation Board would mean the absolute failure of the Company's coal mining operations, the executive of this Company feel that they would not be performing their duty to the shareholders of the Company were they, the responsible and legal guardians, to surrender to any other hands the settlement of a question of such vital importance." The enquiry extended over several days and was preceded and followed by conciliatory work on the part of the chairman or of the Board collectively.

## ACKNOWLEDGMENT FROM THE COMPANY.

The Department formally forwarded copies of the signed agreement to the respective parties to the dispute and received in acknowledgement on behalf of the Company a letter from Mr. Thomas Cantley, General Manager, under date of August 25, from which the following extract is taken:—

"We now wish to take this opportunity of expressing our appreciation of the very painstaking, able and courteous manner in which the Board carried on the protracted and difficult negotiations leading up to the arrangement arrived at on August first; and we wish particularly to give expression to our appreciation for the very able way in which the chairman presided over the deliberations of the Board, and the patience which he and his colleagues exhibited all through the examination of witnesses, and more particularly the conciliatory work which both the chairman and Mr. Maddin took up after the closing of the presentation of each side of the case by the representatives of the employees of the Company."

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The text of the agreement and of the covering letter from the chairman of the Board is as follows:—

## CHAIRMAN'S LETTER.

Queen's University,

Kingston, Ont., August 10, 1908.

HONOURABLE RODOLPHE LEMIEUX,  
Minister of Labour,  
Ottawa, Ont.

Dear Sir:—

I have the honour to report that a settlement has been arrived at in the matter of the dispute between the Nova Scotia Steel and Coal Company and its colliery employees. The agreement which is herewith enclosed takes the form of a statement of certain changes in the existing rates of pay, as made by the Company and accepted by its employees.

The Board appointed to deal with the case consisted of Mr. J. W. Maddin, nominated by the employees; Dr. David Allison, appointed by the Minister of Labour in default of a nomination by the Company, and Professor Adam Shortt, appointed on the joint recommendation of the other two members of the Board. The sittings of the Board took place at Sydney Mines, C.B., where the collieries of the Company are situated.

On July 10th, I had an interview with Mr. Thos. J. Brown, Superintendent of the N. S. Steel & Coal Company's mines, during which I learned that the Company, in accordance with their resolution not to appoint a member of the Board, did not propose to take any part in the proceedings before it, except in so far as they were formally required to give evidence and permit the inspection of their property. Realizing that if this resolution were adhered to there was little prospect of the Board being able to effect a settlement of the dispute, and that its labours would probably end in a barren report, I first endeavoured to remove the misapprehension as to the functions of the Board, which I felt was the basis of the attitude of the Company. The president of the Company, Mr. R. H. E. Harris, K.C., of Halifax, consented to come to Sydney to discuss the matter. As the result of a meeting between Mr. Harris, Mr. Brown and myself on Monday, July 13th, it was arranged that the Company would waive its objections and freely and unconditionally take part in the proceedings before the Board, and that Mr. Brown would conduct the case for the Company. Mr. Maddin and myself had already conferred with the committee appointed to conduct the case for the employees, and which consisted of Mr. J. Moffatt, Grand Secretary of the Provincial Workmen's Association, assisted by Messrs. J. B. McLachlan, Ed. Gallagher and Jas. Dorsay.

The Board opened the formal sittings on July 14th. After a general review of the matters in dispute, at the request of both parties, it was resolved to devote the two following days to an inspection of the underground working conditions in the three chief collieries. On Friday 17th, the Board resumed sittings for the taking of evidence, the case for the employees being first presented. As there were many grades of employment to be considered, both below and above ground, and at the shipping piers, and as the conditions of mining differed considerably in different mines and in different sections of the same mine, a long list of witnesses had to be heard in order to cover the various phases of the work:



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The employees had asked that the wages of the day labourers and mechanics in and around the collieries and coal piers, should be increased fifteen per cent., also that the rates for mining coal in collieries Nos. 1 and 5 should be increased fifteen per cent. In the evidence brought forward they sought to show that the day labourers were inadequately paid, in view of the nature of the work to be done and the increased cost of living, also that owing to the difficulties of mining coal in many parts of collieries 1 and 5, due to the amount of timbering to be done, the amount of falling stone to be handled, and the wetness in certain sections of No. 5, the miners were unable to make adequate wages, notwithstanding that special rates were paid and special allowances made to meet some of these conditions.

The hearing of witnesses on behalf of the employees concluded on the 21st. On the 22nd, informal conferences were held with representatives of the men and the Company, to discuss various phases of the situation as a preliminary to the negotiations which were to follow. On the 23rd, Mr. Brown presented the Company's side of the case, accompanied by numerous returns taken from the Company's books, which were also produced before the Board that the statements might be verified or further information obtained. The members of the Board were also given access to confidential information as to the contracts and earnings of the Company. The contention of the company was that they were already paying high average wages, and that while mining in certain portions of their collieries was doubtless difficult, owing to the amount of timbering to be done, falling stone to be disposed of, hardness of coal, and excess of water, yet the Company was paying special rates in all these cases, while the extra outlay brought no corresponding return in coal. Attention was also drawn to the fact that in its present financial position under the existing conditions of the coal market and in view of the uncertainties of the future, the Company was not in a position to afford any increase in wages. At the same time evidence was furnished that in certain sections of the collieries, particularly in No. 3, very high wages were being made, and that if any change was to take place it must be in the nature of a readjustment of rates.

The formal presentation of evidence being completed, the Board carefully reviewed the whole situation and came to the conclusion that in view of the evidence presented, the Company was not in a position to materially increase its expenditure. At the same time it was considered very undesirable that there should exist, within the collieries of the same Company, such a wide difference in the earning powers of the miners. The average earnings in No. 1 colliery was \$2.51 per day, while in No. 3 it was \$4.50 per day, and these averages concealed much wider variations between the earnings of miners working equally long hours and with equal diligence. The Board quite recognized that a machine-runner should receive a higher rate of pay than a pick miner, yet they felt that some adjustment of rates was urgently required, alike in the interest of equity and a better feeling among the employees of the Company. The Board, therefore, resolved to recommend to the company and its employees that a reduction be made in the tonnage rates for certain grades of work in colliery No. 3, and that an increase be made in the wages of the day labourers now receiving \$1.38 per day, while some additional provision should be made in for the less remunerative work in No. 1 colliery. No specific amount of reduction or increase was at first mentioned, as further details would depend upon the reception of the principle involved in the adjustment.

The Board itself having reached a quite unanimous opinion on the subject, on July 24th, negotiations with the miners and Company were

begun on this basis. Very naturally the proposal was most strenuously opposed by the highly paid miners in No. 3 colliery, who, though their lodge was included on the same basis as the other in the application to the Department for a Board, yet made the claim that they were not involved in the matter before the Board as they made no request for a change in conditions. The Board, however, had ruled from the first, that whatever was essential or pertinent to the ultimate settlement of the matters in dispute would be considered and dealt with by the Board. It was also pointed out that even if the case of the highly paid men in No. 3 colliery were ruled out on technical grounds, it would be open to the Company to apply for another Board on the matters ruled out, thereby involving further delay and expense, with lessening prospects of a settlement. The miners in collieries 1 and 5, while acknowledging the hardship of the great inequalities between the earnings of the miners, were naturally reluctant to appear as favouring a reduction in the rates of the highly paid miners in No. 3 that they might benefit, much preferring that their rates should approximate to those of No. 3, if this could be accomplished at the Company's expense. Obviously, however, the payment of miners' wages ranging from \$3 to \$6 and \$7, and even occasionally to \$10 and \$11 per day would bankrupt the Company. While therefore, it appeared quite evident to the Board that, for several reasons, adjustment was the only admissible solution, it was plainly not to be accomplished without considerable difficulty, and only after much discussion and negotiation. It is unnecessary to detail all the conferences and negotiations which followed and which, considering the importance of the issues for hundreds of individuals, were conducted on the whole, with much moderation and with exceptional forbearance for the Board, the authors and advocates of an unpopular proposal.

When it came to the question of determining the exact amounts of the reductions on the one hand, and of the increases on the other, the Board proposed to the Company that, though not in a position to make a regular increase in wages, it might make a contribution in the interests of peace and the establishment of more equitable conditions throughout the collieries. After a consultation with the president of the Company, the proposal was met in a generous spirit. The amount to be saved by the proposed reductions was about \$550 per month. To this the Company agreed to add another \$300 per month, making the total about \$850 per month, or something over \$10,000 per annum. This was to be employed first, in increasing to \$1.45 the wages of the day labourers then receiving \$1.38: the balance to be devoted to increasing the allowances for falling stone in No. 1 colliery. The details of the distribution are set forth in the schedules attached to the accompanying agreement.

After being tentatively discussed by the representatives of the miners and the Company, the proposals were finally formulated in an award of the Board, which was submitted to both parties to be accepted or rejected as a whole. On July 31st, the employees voted on the matter in their lodges, Mr. Maddin and the chairman attending two of the chief meetings to explain and defend their award. The following morning the delegates from the lodges met in the Sub-Council of the P. W. A. to take final action, when by a majority of two to one, it was decided to accept the award of the Board. The Company having accepted also, the Board met the Miners' Committee and Mr. Brown, representing the Company, and the enclosed agreement was signed.

I desire to express my personal appreciation of the very admirable spirit in which the committee representing the miners faced a very trying situation. I have also to acknowledge the tactful and eminently fair manner in which Mr. T. J. Brown dealt with the situation as the represent-

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ative of the Company. My colleague on the Board, Mr. J. W. Maddin, as the nominee of the miners, had a particularly difficult position to fill, where the award of the Board was so little attractive to some of the most influential of the miners. He not only maintained an independent and judicial attitude in arriving at the award of the Board, but accepted the fullest responsibility for the award and laboured most actively to secure its adoption.

Yours very sincerely,

(Sgd.) ADAM SHORTT,  
Chairman.

## THE AGREEMENT.

In accordance with the recommendations of the Board of Conciliation appointed to deal with the matters in dispute between the Nova Scotia Steel & Coal Company, Limited, and its colliery employees, the following changes are made in the existing conditions of employment and wage scale to take effect August 1, 1908.

The mining rates at Number 3 Colliery shall be as per Schedule "A" hereto attached.

The amount derived from the difference between Schedule "A" and the rates heretofore existing, together with the sum of three hundred dollars per month to be contributed by the company shall be expended as follows:—

(a) The rate of pay for men heretofore receiving \$1.38 per day shall be increased seven cents per day. This class is defined in Schedule "B" hereto attached.

(c) The balance of the said sum shall be added to the existing scale paid for falling stone in number one mine as per Schedule "C" hereto attached.

In behalf of the Nova Scotia Steel & Coal Co., Ltd.

(Sgd.) THOS. BROWN,  
Genl. Supt.

Accepted on behalf of the employees.  
G. Sec., P.W.A.

(Sgd.) JOHN MOFFATT,  
" ED. GALLAGHER,  
" J. B. McLACHLAN,  
" JAMES DORSAY,  
G. Chaplain.

(Sgd.) ADAM SHORTT,  
Chairman.

" J. W. MADDIN,

" DAVID ALLISON,

Members of Board of Conciliation.

Sydney Mines, N.S., August 1, 1908.



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## MACHINE CUTTING PRICES AT No. 3 COLLIERY.

Heights.	Rooms.							Pushing.		Rooms.
	Levels per ton 2240 lbs.	Head- ways per ton 2240 lbs.	Deep per ton 2240 lbs.	Under- cutting per ton 2240 lbs.	Shot- firing per ton 2240 lbs.	Leading per ton 2240 lbs.	Up to 200 ft. per ton 2240 lbs.	200' 300' per ton 2240 lbs.	Total @ 200 per ton 2240 lbs.	200' 300' per ton 2240 lbs.
5'0" to 4'7" (incc.)	52	53	75	16	14½	14½	3	4	48	49
4'6" to 4'1".....	58½	59½	85	17½	16	14½	3	4	51	52
4'0" to 3'7".....	65	66	103	20	18½	16	3	4	57½	58½
3'6" to 3'0".....	77	78	114	23½	22	16	3	4	64½	65½

1. Pushing to be paid in Levels and Headings, if no engine or horse employed.
  2. Rooms 40 cents each when considered necessary.
  3. Rooms broken off back deeps to be 14 ft. wide increasing to 20 ft. wide at 45 ft. in, at which point a Crescent is to be driven 14' 0" wide, all of which will be paid for at Headway prices.
  4. Crescents driven out of the ordinary and used for haulage purposes will be paid for at Headway prices.
  5. Crescents driven to gain a Room will be paid for at Headway prices.
- Sydney Mines, August 1st, 1908.

## SCHEDULE "B".

## No. 1 COLLIERY :

87 men advanced from.....	\$1.38 to 1.45	
2 " " ".....	1.25 to 1.45	
2 " " ".....	1.30 to 1.45	\$169.75

## No. 2 COLLIERY :

9 men advanced from.....	\$1.38 to 1.45	\$ 15.75
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## No. 3 COLLIERY :

106 men advanced from.....	\$1.38 to 1.45	\$185.50
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## No. 4 COLLIERY :

13 men advanced from.....	\$1.38 to 1.45	\$ 22.75
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## No. 5 COLLIERY :

1 man advanced from.....	\$1.25 to 1.45	
1 man advanced from.....	1.38 to 1.45	\$ 13.75
		<u>\$407.50</u>

## SCHEDULE "C"

Rates for falling stone in No. 1 Colliery, August 1st, 1908.

For stone 2-in. in thickness	\$ .05½	per man per day.
" 3-in. "	.07½	" "
" 4-in. "	.09½	" "
" 5-in. "	.12½	" "
" 6-in. "	.15	" "
" 7-in. "	.17½	" "
" 8-in. "	.20½	" "
" 9-in. "	.22½	" "

## MEMO :

The amount reduced at No. 3 Colliery amounted approximately to \$550.00, arrived at as follows :—

Rooms, 20,000 tons per month @ ½ct. (Machine runners).....	\$100.00
" " " " " @ 1ct. (Shot firers).....	200.00
Narrow places, 5,000 tons per month @ 5 cts.....	250.00
	<u>\$550.00</u>
To this is to be added the amount contributed by the Company.....	300.00
	<u>\$850.00</u>

This was distributed as follows :—

As per Schedule "B".....	\$407.50
50 % increase for falling stone in Nos. 1 and 5 Collieries.....	450.00
	<u>\$850.00</u>

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**X.—APPLICATION FROM STATION FREIGHT CLERKS OF THE INTER-COLONIAL RAILWAY OF CANADA AT ST. JOHN, N.B., AND HALIFAX, N.S.—COMMITTEE OF CONCILIATION, MEDIATION AND INVESTIGATION ESTABLISHED — NO CESSATION OF WORK.**

Application received—May 14, 1908.

Parties concerned—Intercolonial Railway of Canada and Station Freight at St. John and Halifax.

Applicants—Employees.

Nature of industry concerned—Railway.

Nature of dispute—Wages and conditions of labour.

Date of constitution of Committee—September 8, 1908.

Membership of Committee—His Honour D. McGibbon, Brampton, County Judge of Peel, Chairman, appointed on the recommendation of the other members of the Committee; Mr. Henry Holgate, C.E., Montreal, appointed on the recommendation of the Department of Railways and Canals; Mr. R. E. Finn, M.P.P., Halifax, N.S., appointed on the recommendation of the employees. Mr. Finn subsequently withdrew from the Committee, and was replaced by Mr. J. G. O'Donoghue, of Toronto, Ont.

Report received—October 6, 1908.

Result of enquiry—Strike averted.

The application in this case was made under the terms of the Conciliation and Labour Act, and was referred by the Minister for adjustment to a Committee of Conciliation, Mediation and Investigation under section 5 of the Industrial Disputes Investigation Act, 1907, and section 13 of the Conciliation and Labour Act, relating to railway labour disputes. The application was for an increase of wages equivalent to 25 per cent. In correspondence with the Minister of Railways it had been also suggested by the applicants that a classification of the clerks should be made, which, they held, "would greatly inure to the benefit of the Railway, and promote a spirit of mutual interest, and further carry out the principle adopted by the Railway Department that efficiency and length of service should be the basis of promotion."

The report was signed by the three members of the Committee, and made recommendations for the settlement of the various points of difference which were afterwards transmitted to the parties concerned with a request that the latter should state whether the report was acceptable to them respectively as a basis of settlement of the differences referred for adjustment. A reply was received from the Deputy Minister of Railways and Canals under date of October 10, 1908, in which the Department of Railways and Canals expressed itself ready and willing to accept the findings of the Committee of Conciliation, Mediation and Investigation in this matter. On November 23, 1908, the Department of Labour was also advised from Halifax that the Station Freight Clerks of Halifax and St. John were prepared to accept the findings of the Committee.

## TEXT OF THE FINDINGS OF THE COMMITTEE.

The following is the text of the findings of the Committee of Conciliation, Mediation and Investigation:—

Montreal, September 30th, 1908.

HON. RODOLPHE LEMIEUX,  
Minister of Labour,  
Ottawa, Ont.

In the matter of the Conciliation and Labour Act, R. S. C., 1906, Cap. 96, and in the matter of certain differences between the Intercolonial Railway of Canada and the Station Freight Clerks' Union, Branches Nos. 1 and 2, of Halifax and St. John.

Sir,—The Committee provided for under the Act was formed and completed on September 8th, and agreed to meet at Halifax on September 16th, and the three members of the Committee arrived at Halifax on the evening of the 15th.

On September 16th, the members of the Committee inspected the Intercolonial freight offices at Halifax, and familiarized themselves generally with the duties of the clerks.

At 2.15 p.m. on the same day, the Committee met in the Province Building, and there were present: Messrs. G. P. Monaghan and Alex. Gibb and several others representing the clerks, and Mr. David Pottinger and members of his staff representing the Intercolonial Railway.

The demands of the clerks were presented in writing, and were as follows:—

## HALIFAX SCHEDULE.

## DEEP WATER FREIGHT OFFICE.

No.	Title.	Salary asked for.
1	Chief Clerk.....	\$100.00
1	Cashier.....	95.00
1	Clerk of Piers.....	95.00
1	Terminal Agent's Secretary.....	90.00
5	First-class clerks.....	85.00
10	Second-class clerks (1st year).....	60.00
	(2nd year).....	65.00
	(3rd year).....	70.00
14	Third-class clerks (1st year).....	40.00
	(2nd year).....	45.00
	(3rd year).....	50.00

## RICHMOND FREIGHT OFFICE.

No.	Title.	Salary asked for.
1	First-class clerk.....	\$85.00
1	Second-class clerk (1st year).....	60.00
	(2nd year).....	65.00
	(3rd year).....	70.00
1	Third-class clerk (1st year).....	40.00
	(2nd year).....	45.00
	(3rd year).....	50.00



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Schedule to apply from April 1st, 1907.

Seniority and efficiency to count in grading.

2. When a clerk is ordered back to work after hours or on Sundays or holidays by the officials, they are to be paid double time for all such extra time, and all clerical work in the office must be performed by clerks.

3. When a clerk is relieving a clerk of a senior position or class for one week or more he will receive the rate of pay of the clerk he is relieving.

4. That all clerks be allowed two weeks' vacation with pay, as at present, after one full year's service, and all statutory holidays be observed.

5. That eight hours constitute a working day, as formerly.

6. That all new clerks appointed to the office must enter as third class clerks and receive the minimum of pay of third class clerks for first year.

7. That all vacancies go to the next senior clerk, who is to hold the office for six months on probation, and if at the end of that time he has satisfied his superior officers of his ability to perform the work required of him he is to be confirmed in his position.

8. That no employee from any other Department be appointed to temporary or permanent vacancies over the heads of the regular clerks in the office.

9. Clerks will not be discriminated against for being members of the Railway Clerks' International Union, nor for serving on Boards of Adjustment representing clerks, and will be given leave-of-absence and furnished with free transportation for such purposes. They will also receive the same privileges for the purpose of attending their meetings on any part of the line, when it is possible to do so without inconvenience to the Railway.

10. No clerk will be suspended or dismissed without just cause, and any clerk charged with, suspended or discharged for an alleged fault, the same shall be fully specified in writing, giving full particulars two days prior to any investigation, and he will have a full and impartial hearing, and decision will be rendered within thirty days after filing his written request therefor with the proper official. If found blameless, as charged, he will be reinstated and will be paid for time lost at his stated rate of salary.

As this was the first intimation that the Intercolonial Railway officers had received as to what the demands were nothing more than a preliminary discussion could follow, and it was decided to allow Mr. Pottinger proper time to consider these demands and to formulate a reply to them. Accordingly the Committee adjourned and met again on the following day when Mr. Pottinger presented his reply.

It became evident at this stage that the case divided itself into two distinct parts.

1st. Relating to general questions of the relation between the Railway and its clerks and of appointments and organization.

2nd. As to wages or salaries of clerks.

In Mr. Pottinger's argument he stated definitely that the Intercolonial Railway could not increase the pay of the clerks nor adopt a schedule of salaries but upon other points the Intercolonial were disposed to be conciliatory.

The reasons for the Railway declining to agree to the increase of wages were fully set out by Mr. Pottinger and were such that the Committee felt that it would be desirable to take up the other matters in dispute, leaving the question of wages to be discussed with the Deputy Minister at a later date, and all parties assented to this procedure.

Accordingly and after a full discussion the following matters were agreed upon by all parties in the form as under:—

Your Committee are of opinion that it would make far greater harmony, and better efficiency, if a system of classification of clerks were introduced. Not only would the above results accrue, but there would then be an available scheme for promotion, which at the present time seems to be lacking, and which omission breeds discontent owing to the uncertainty of upward progress for efficient clerks who have by length of service and attention to the duties of their office earned the right to consideration in this regard. Just what system of classification should be introduced must necessarily be evolved by the officials of the Railway, who are more intimately familiar with the details of the business of the Intercolonial than your Committee can possibly be. The men involved must necessarily accept the classification determined upon, subject of course to the right which they possess of bringing to the attention of their

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superiors in office any improvement in such classification, which to them may seem desirable in the best interests of the service.

*Overtime:*

Clerks duly called upon to work beyond the regular hours of their daily service should receive a *pro rata* allowance for such overtime. The same rule should apply to Sundays.

*Holidays:*

The two weeks vacation with pay should continue as at present.

*Relieving:*

When a clerk is relieving a clerk of a senior position or class, the relieving clerk should, after two weeks, receive the rate of pay of the clerk whom he relieves.

*Length of Day:*

Your Committee do not feel disposed at present to make any recommendation with respect to the number of hours that should constitute a day's work; the present day is practically one of eight and one-half hours.

*Promotion:*

Your Committee are further strongly of the opinion that, outside of the rare cases that arise where an exceptionally able outsider is brought into the service to fill some particular position requiring special knowledge and training, the principle of promotion of those already in the service should obtain, having due regard, of course, to efficiency and the requirements of the service.

*Discrimination:*

The men asked for the following clause: "Clerks will not be discriminated against for being members of the Railway Clerks' International Union, nor for serving on Boards of Adjustment representing clerks, and will be given leave-of-absence and be furnished with free transportation for such purposes. They will also receive the same privileges for the purpose of attending their meetings on any part of the line, when it is possible to do so without inconvenience to the Railway."

Mr. Pottinger stated that that was now the practice on the I.C.R., and that there was no objection to an employee belonging to a Trade Union. This being the case your Committee need deal no further with this particular point.

No clerk is to be suspended, or dismissed, without just cause. Any clerk charged with, suspended or discharged for, an alleged fault, the same shall be fully specified in writing, giving full particulars two days prior to any investigation, and he will have a full and impartial hearing, and decision will be rendered by the Railway's proper official within a reasonable time after the written request has been filed. If found blameless, as charged, he will be reinstated and will be paid for time lost at his stated rate of salary."

After reaching this conclusion the Committee adjourned to meet at Ottawa.

On September 28th the Committee met in the Railway Committee Room of the House of Commons and there were present Messrs. Monaghan and Gibb and Mr. M. J. Butler, Deputy Minister of Railways and Canals.

Mr. Butler laid his views before the Committee on the question of increase of salaries and these coincided with those expressed by Mr. Pottinger at Halifax, and further explained the inability of the Railway to increase their expenses owing to the fact that working expenses of the Railway were very largely in excess of revenue and no funds were available for any increase of expenses.

The Committee further considered the questions involved and now submit the following additional recommendations:—

The Committee after the investigation is of opinion that in the matter of wages the system that obtains of appointing from time to time new men at higher pay over the heads of men long in the service and probably more

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capable of doing the work, is injurious to the service and unjust to the men. The remedy for this lies in reorganization, and the abolition of the existing system of appointment influenced by political patronage, which from the point of efficient working, we find ample evidence to condemn as applied to the Intercolonial Railway.

The present staff is greater than is necessary, and this is another element which discourages individual increases. If the aggregate amount paid now in salaries were divided among a staff equal simply to the requirements of the service, the men remaining could be better paid than they are now.

The re-arrangement of salaries could then be made on the basis of the value of the position and the work done, having regard of course, to what is paid for similar work elsewhere, and the local cost of living as compared with such comparative centres.

At the present time, the wages paid to those now presenting claims before us are not, owing to above reasons, what a fair consideration would justify. Under the reorganization hereby strongly recommended, it is more than probable that the adoption of increases of from 15% to 20% would not mean an appreciable addition to the operating expenses of the Intercolonial Railway, and would produce a more equitable schedule of compensation for the staff retained.

We summarize our further recommendations as follows:—

(1) Reorganization in order to adjust the number of employees to the actual requirements of the service.

(2) An increase as above suggested to the re-organized staff.

(Sgd.) D. MCGIBBON,  
Chairman of Committee.

(Sgd.) JOHN G. O'DONOGHUE,  
Appointee of Clerks' Union.

(Sgd.) HENRY HOLGATE,  
Appointee of Intercolonial Railway.



XI.—APPLICATION FROM EMPLOYEES OF THE PORT HOOD, RICHMOND RAILWAY COAL COMPANY, LIMITED, OF PORT HOOD, N.S.—BOARD ESTABLISHED—AGREEMENT CONCLUDED ON ALL POINTS.

Application received—May 18, 1908.

Parties concerned—Port Hood, Richmond Railway Coal Company, Limited, of Port Hood, N.S., and its employees.

Applicants—Employees.

Nature of industry concerned—Coal mining.

Nature of dispute—Wages and conditions of labour.

Number of employees affected—300.

Date of constitution of Board—June 8, 1908.

Membership of Board—His Honour Angus McGillivray, County Judge, Antigonish, N.S., appointed on the recommendation of the other members of the Board; Mr. G. S. Campbell, Halifax, N.S., appointed on the recommendation of the employers; Mr. James MacDonald, M.P.P., West Bay, N.S., appointed on the recommendation of the employees.

Report received—July 2, 1908.

Result of inquiry—Agreement concluded on all points; strike averted.

This dispute arose out of a demand made by the employees of the Port Hood Richmond Railway Coal Company of Port Hood, N.S., for a 15% increase of wages, effective from May 1, 1908. The Company refused the demand on the ground that business conditions did not permit of such an increase. The application set forth that the men "ceased work on May 1, but returned after four days, having entered into an agreement with the manager to place the matter before a Conciliation Board."

The report of the Board was signed by all three members and made recommendations for the settlement of the differences which the chairman, in a covering letter to the Minister, stated would, he believed, be found acceptable to the parties concerned. The Board met at Halifax, June 15 to 19 and June 25 to 27 and heard considerable evidence as to the state of the coal trade, the cost of living, and other matters believed to be pertinent to the dispute. The condition of the Company's colliery was also examined both on the surface and underground. The Board recommended no increase for miners, finding that the average rate earned in the colliery "now exceeds that of most other collieries in the Province." An increase amounting to 10 per cent. was recommended in the case of surface labourers, carpenters and hoisting engineers, and a smaller increase in the case of firemen. Under date of July 22, 1908, the Department was advised of the acceptance of this award by the employees.

## REPORT OF BOARD.

The text of the report is as follows:—

In the matter of the Industrial Disputes Investigation Act 1907, and in the matter of certain differences between the Port Hood Richmond Railway Coal Company and Employees of the said Company.

On receiving notification of the establishment of a Board under the provision of the above Act and of the appointment of George S. Campbell recommended by the employers, of James MacDonald recommended by the employees, and of Angus McGillivray, as chairman, the latter after consultation with the other members fixed the time and place where the sittings of the Board were to be held, of which he duly notified the parties interested. The Board met on the 15th day of June, 1908, at Port Hood, the time and place fixed for its sittings, and continued till the 19th, during which time the members of the Board heard the statements of both parties to the dispute, and also the evidence of witnesses adduced on both sides. During this time they examined the condition of the Company's colliery both over and under ground. The members of the Board then adjourned until the 25th instant, on which day they met again and considered the statements, and testimony *viva voce* adduced before them, and the evidence on view. The representatives of the employees submitted their statements with a comparative list of groceries and their prices, from 1902 to 1907, the rate of wages of surface and underground men as now paid by the Dominion Coal Company of Cape Breton, and Miners' average daily pay in Springhill, Albion, Acadia, Drummond, Inverness, Sydney (Nos. 1 and 5) and Bridge Port (hand picked) Mines, in the Province of Nova Scotia. (The mine of the Company, party to this dispute, is also hand picked.) The representatives of the Company submitted schedules of colliery rates at Inverness, at Springhill, and at the Company's mine; and announced that the Company is willing to pay the same rate as other mines pay, taking into consideration relative conditions here as compared with other mines, but would resist a general increase of 15% "to bring the wage rate of the miner to the standard of miners throughout the Province," in view "of the present high cost of living, and the favourable condition of the coal trade," as claimed by the employees until proved that such ought to be paid. On this point we proceeded to take evidence.

Two questions were involved in this enquiry, namely (1) The question of wages; (2) Payment on tonnage of coal mined.

After the termination of our enquiry and before considering the evidence, the Board asked the representatives of the parties to confer with one another and find if they could come to an amicable settlement of their dispute. The representatives of the employees stated that they had no authority to come to any settlement but would leave the matters in dispute to the decision of the Board.

In view of the fact that the Company is getting its colliery on a fairly firm basis, and that the industry is one which promises to be established to afford continuous employment to the employees of the mine, and a general benefit to the people of the locality, the Board have decided to make only the following recommendations

- (a) Surface labourers whose wages are up to \$1.45 to receive \$1.50 per day.
- (b) Carpenters now receiving \$1.75 per day to get an advance of 10 per cent.
- (c) Hoisting engineers to receive a uniform rate of \$2.20 per shift of 12 hours.
- (d) Firemen to receive a uniform rate of \$2.00 per shift of 12 hours.

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The scale as to the above classes will, therefore, stand recommended:

1. Surface labourers now receiving \$1.45 shall receive \$1.50 per day.
2. Carpenters now receiving \$1.75 shall receive \$1.92 per day.
3. Hoisting engineers now receiving \$2.00 shall receive \$2.20 per day.
4. Firemen now receiving \$1.92 shall receive \$2.00 per day.

The Board considers that hoisting engineers performing a duty of great responsibility as to the safety of life and property should be rewarded according to the gravity of their duty, and that they be not required to attend to any other kind of work engaging their attention while men are in the mine. This is not intended to prevent the night engineer whose duties are comparatively light to attend to the dynamo as at present.

With reference to the claim of the miners for an increased rate the Board finds that considering the average rate already earned, which now exceeds that of most other collieries in the Province, they do not feel justified in recommending an increased rate under present conditions.

The above is earnestly recommended as a settlement of the dispute between the parties thereto.

(Sgd.) A. MCGILLIVRAY,  
Chairman.

“ G. S. CAMPBELL,

“ JAMES MACDONALD,  
Members of the Board.

Dated, Halifax, June 29th, 1908.



## XII.—APPLICATION FROM RAILROAD TELEGRAPHERS EMPLOYED BY THE CANADIAN PACIFIC RAILWAY COMPANY—BOARD ESTABLISHED—AGREEMENT CONCLUDED ON ALL POINTS.

Application received—May 29, 1908.

Parties concerned—Canadian Pacific Railway Company and railroad telegraphers in its employ.

Applicants—Employees.

Nature of industry concerned—Railways.

Nature of dispute—Alleged wrongful dismissal of an employee.

Number of employees affected—Directly 1, indirectly 1,605.

Date of constitution of Board—June 17, 1908.

Membership of Board—The Honourable Mr. Justice Fortin, Superior Court, Montreal, chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. Charles S. Campbell, K.C., Montreal, appointed on the recommendation of the Company; Mr. J. G. O'Donoghue, Toronto, appointed on the recommendation of the employees. Mr. O'Donoghue subsequently withdrew from the Board, finding himself unable to serve because of private engagements, and on the recommendation of the employees affected, Mr. W. T. J. Lee, Toronto, was appointed to the Board in his place.

Report received—September 26, 1908.

Result of inquiry—Agreement concluded before the Board; strike averted.

The matter of dispute in this case was set forth in the application as the alleged wrongful dismissal of Mr. A. E. Morrisette by the Company from its agency at Megantic, Quebec, on February 27, 1908. Various conferences, it was alleged, had taken place between the Company's officials and representative committees of the Order without avail. The statement submitted on behalf of the Company in reply to the application admitted the dismissal of Mr. Morrisette on the date named, but insisted that the dismissal was entirely justified in view of irregularities which had been committed by the person dismissed. The statement also set forth "that the Company reserved the right to deal with any failure of duties by any of its employees in accordance with the Company's rules and regulations, and in such manner as seems to its officers expedient in order to conserve good discipline and efficient service on its lines." It was also urged on behalf of the Company that in applying for a Board in connection with the dispute in question, an improper advantage was being taken of the provisions of the Act.

The investigation before the Board proceeded immediately, but a final conclusion was deferred for a considerable time, as set forth in the text of the report printed below. An amicable settlement, however, was finally reached

and Mr. Morrisette, the dismissed employee, was taken back into the service of the Company, the nature of his discipline being changed from dismissal to suspension for a stated period, while his reinstatement without prejudice was permitted. The case appears to have been one of particular difficulty of adjustment, and a settlement was finally effected only by the exercise of a special degree of tact and perseverance on the part of the Board, the chairman especially acting as a medium for negotiations between the parties concerned, entirely apart from the more formal proceedings of the Board. The findings of the Board were signed by the three members thereof, and a memorandum of settlement between the parties was signed by Mr. J. W. Leonard for the C.P.R., and Mr. G. D. Robertson for the Order of Railroad Telegraphers, also by the Honourable Mr. Justice Fortin as chairman of the Board.

#### REPORT OF BOARD.

The text of the findings of the Board and of the memorandum and statement is as follows:—

THE HONOURABLE RODOLPHE LEMIEUX,  
Minister of Labour,  
Ottawa, Ont.

In the matter of the Industrial Disputes Investigation Act, and in the matter of The Canadian Pacific Railway Company and the Order of Railway Telegraphers—Morrisette's case

1. Meetings of the Board were held at Montreal and at Toronto, and written as well as verbal evidence was adduced by the parties from which the following facts appear:—

2. Mr. A. E. Morrisette, station agent at Megantic, P.Q., sent in, towards the end of the month of December, 1907, the official pay sheet for the station, upon which, in ordinary course, the month's wages at that station would have been paid. He showed thereon, as night car checker, one J. J. Sevigny, at the rate of \$35.00 per month, and as call boy, one George Boiselle at \$15.00 per month. He had, about the 14th December, advised District Superintendent Williams that Sevigny had resigned, effective December 14th, and he had recommended that George Boiselle be made night car checker at \$35.00 and one A. Couture taken into the Company's service as call boy. Superintendent Williams had declined to authorize a salary of \$35.00 per month for Boiselle, who was only sixteen years of age, and had suggested that a rate of \$25.00 per month should be applied for. Mr. Morrisette states that he communicated this information to Boiselle, who answered in effect that he would "go back calling," that is, as call boy, before he would accept \$25.00 a month. Mr. Morrisette states that he forwarded this answer to Superintendent Williams. The latter, however, does not admit having received it.

It appears that in order to get the work of the station done, Mr. Morrisette might have employed additional help, and in this way might, in the absence of contrary instructions, have bound the Company even to the extent of paying at the rate of \$35.00 for Boiselle, or such help as he could get as a temporary measure, but he would have had to report the fact and he could not, without authority, put Boiselle on the pay sheet as being entitled to salary.

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To Superintendent Williams, at the time he received the pay sheet, it appeared that Mr. Morrisette, by it, represented that Boiselle still occupied his old place as call boy, and that Sevigny, a man whom he had reported as having resigned, effective December 14th, was still in the Company's employ at the end of the month. Superintendent Williams thereupon asked for an immediate explanation, and on the 31st December, Mr. Morrisette wrote in reply the following letter:—

"Referring to the attached, I have exhausted all efforts to get anyone who cares for the job of Night Car Checker, and as Boiselle will not do the work for any less than \$35.00 per month and being forced to use him until I can get relief I thought perhaps it was best to show him in Sevigny's name continuing as he will accept no less, it may be wrong to have done so. If you think best the following is the correct time of each man:

"J. J. Sevigny, 9-31 at \$35.00 .....	\$10.13
Geo. Boiselle, 22-31 at \$35.00 .....	24.87
Geo. Boiselle, C-B, 12-31 at \$15.00 .....	5.81
Alb. Couture, C-B, 19-31 at \$15.00 .....	9.19

"I had not got Couture down as he will drop out as soon as a Car Checker can be got in Sevigny's place and Boiselle resumes in his former place. (C-B)."

As this letter made the matter appear to Superintendent Williams the pay sheet had not correctly represented the actual condition of affairs at Megantic station, and had the payments called for by it been made, the pay issued for Sevigny would have had to be distributed in part to Boiselle, and Boiselle's pay in part to Couture, who did not appear as being in the Company's service at all. It also appeared that the instructions given by Superintendent Williams not to engage Boiselle at \$35.00 a month had been in substance disregarded.

3. After consideration, Mr. Morrisette was, on the 17th of January, advised in connection with the entry on his December pay roll for time worked by Checker Boiselle in the name of his predecessor, Sevigny, that the General Superintendent had instructed District Superintendent Williams that this was an irregularity that required Morrisette's removal from the service, and that he was to be relieved as soon as possible, and that District Superintendent Williams would arrange to relieve him as soon as his successor was decided upon.

On the following day, January 18th, Mr. Morrisette demanded an investigation, and on the 26th January, an investigation was held at which Mr. Morrisette was accompanied by Messrs. Racicot and Rogers, two members of the Order of Telegraphers.

4. The parties being unable to agree, the present proceedings were begun.

The contention urged by the Telegraphers was that Mr. Morrisette had been discharged without cause. They contended that there had been no offence, but a mere error of judgment, which they treated as consisting of having written the letter of the 31st December, the statements of which they said might be erroneous, but they contended that the pay sheet was correct, claiming that Sevigny was not able to leave the Company's service without two weeks' notice, and must be considered as having continued therein until at least the 28th December, and his having been responsible for the duties of night car checker. And following the same line of reasoning, they claimed that Boiselle remained call boy, but was being helped by Couture.

On the other hand, the Company contended that the said Morrisette was dismissed from the company's service for certain irregularities in connection with his duties as agent for the Company, more particularly for employing, contrary to instructions, a car checker named Boiselle at a rate



of wages which the Company's superintendent had previously instructed could not be granted, and that in order to secure the increased wage to the said Boiselle, he had entered his name on the pay roll under the name of his predecessor in that position.

5. Having heard all the evidence, the Board first endeavoured to induce the Company to take Mr. Morrisette back into service, but this it was unwilling to do, claiming that the matter involved a question of discipline, a breach of positive instructions and the furnishing of information known by the employee to be incorrect.

The Board then endeavoured to see how far the Telegraphers were prepared to modify their position and after conferences with their representatives, it appeared that they would be satisfied with an arrangement by which Mr. Morrisette should be taken back into the Company's service on losing salary to date.

The Board then again communicated with the Railway Company, endeavouring to arrange a settlement on this basis but without success.

6. Conciliation having thus failed, it only remained for the Board to report on the facts established before them. Reports were then prepared, and were just about to be transmitted to you, when further efforts were renewed to bring the parties together, and these, after long and protracted negotiations, carried on unofficially, at times, through the chairman, an agreement was made by the parties, and that agreement is transmitted with the present report.

It was admitted, and we find this to be established, that Mr. Morrisette committed a breach of discipline in the way he acted as above; but, no doubt influenced by his excellent record of seventeen years' service in the Company's employ, the Company agreed to change the discipline from dismissal to suspension to 1st July last.

This being accepted brought proceedings to an end.

Montreal, this 24th day of September 1908.

(Sgd.)	W. T. J. LEE,
"	C. S. CAMPBELL,
"	THOS. FORTIN,
	Chairman.

Canadian Pacific Railway Co.,  
Eastern Lines.

Montreal, Sept. 1st, 1908.

#### MEMORANDUM OF SETTLEMENT RE MORRISSETTE.

The Company to change his discipline from dismissal to suspension to July 1st, 1908, and to re-instate him as agent at Megantic without prejudice.

(Sgd.)	J. W. LEONARD,
	For Can. Pac. Ry.
(Sgd.)	G. D. ROBERTSON,
	For Telegraphers.
(Sgd.)	THOMAS FORTIN,
	Chairman.

XIII.—APPLICATION FROM EMPLOYEES OF THE MARITIME COAL, RAILWAY AND POWER COMPANY, LTD., CHIGNECTO, N.S.—BOARD ESTABLISHED—AGREEMENT CONCLUDED ON ALL POINTS.

Application received—July 2, 1908.

Parties concerned—Maritime Coal, Railway and Power Company, Ltd., Chignecto, N.S., and its employees.

Applicants—Employees.

Nature of industry concerned—Coal mining.

Nature of dispute—Wages and conditions of labour.

Number of employees affected—200.

Date of constitution of Board—July 6, 1908.

Membership of Board—Rev. W. Charles Wilson, Springhill, N.S., Chairman, appointed on the joint recommendation of the other members of the Board; Mr. Brunswick B. Barnhill, Two Rivers, N.S., appointed on the recommendation of the Company; Mr. R. B. Murray, Springhill, N.S., appointed on the recommendation of the employees.

Report received—July 27, 1908.

Result of enquiry—Agreement concluded on all points for a period of two years from July 31, 1908; strike averted.

The application of Chignecto Lodge No. 54, Provincial Workmen's Association, for the establishment of this Board, set forth that the dispute arose out of a request on the part of the employees for a new agreement with respect to prices to be paid at the Chignecto mines and to other matters governing the relations between the Company and its operators which were submitted in the form of a memorandum attached to the operatives' application. The Company submitted a reply in which a counter proposition was made with respect to wages, and intimated a desire to discuss the general question of wages with a commission representing the Lodge. The Board met at Maccan, N.S., on July 14, at Chignecto Mines, N.S., on July 15, 16 and 17; and at Amherst, N.S., on July 23, 24 and 25.

Its report was unanimous and contains a complete new schedule of wages and working conditions. It was also stated in the report that an agreement had been arranged between the Company and its employees as to the majority of the points at issue, while on the other points the Board had unanimously reached a basis of agreement. Especial comment was also made in the findings on the conciliatory attitude of the parties concerned and the final clause of the report recommended that the agreement should continue in force for two years from July 31, 1908. An appendix to the report contained a written acceptance of the recommendations on the part of the employees, and a statement from

the Company that it would not agree to accept the decision "as from present indications it looks as though there must be a reduction in the cost of producing coal in this Province in the near future." In the meantime it was understood that operations in the Chignecto Mines proceeded on the basis recommended by the Board.

#### REPORT OF BOARD.

The text of the report of the Board is as follows:—

In the matter of the Industrial Disputes Investigation Act 1907, and in the matter of a dispute between Chignecto Lodge No. 54, Provincial Workmen's Association, Employees, and Maritime Coal, Railway and Power Company, Limited, Employers.

The Board composed of B. B. Barnhill, representing the employer, R. B. Murray, representing the employees, and Rev. W. Charles Wilson, chairman, met at Maccan on the morning of July 14th, at which time and place the members of the Board took the required oaths of office and the business of arranging the mode of procedure, and places and plans of meetings were decided on.

On the afternoon of the same day, the second sitting of the Board was held at Orange Hall, Chignecto Mines, and the evidence of several witnesses, was taken. Subsequent meetings, comprising two sessions each day, were held on the 15th, 16th and 17th of July at the same place. Adjournment was had on the evening of the 17th for the Board to reconvene at Amherst on the 23rd of July at 2.30 o'clock p.m. for perusing and weighing the evidence, in the endeavour to arrive at a satisfactory and unanimous decision, and for the further purpose of preparing a report on the matters submitted to them. On July 23rd and 24th two sessions of the Board were held each day in accomplishment of this purpose and a half day session was held on July 25th.

The nature of the case in dispute between the parties was in respect to a proposed agreement comprising 33 sections for prices to be paid at the Chignecto Colliery, and with respect to other matters governing the relations between the Company and the lodge and fully set out in the following schedule:—

No. 1. All the employees to become members of Chignecto Lodge, No. 54, P.W.A.

No. 2. No employees to be discharged unless the case is referred to Managing Committee of said Lodge.

No. 3. Company to send clean coal to its employees.

No. 4. Responsible man to take tallies off boxes.

No. 5. Houses to be kept in repair by Company and rent reduced.

No. 6. Number of bank hands arranged according to quantity of coal turned.

No. 7. All bank hands to cease work at 5 p.m., after that time to be paid extra.

No. 8. No boy allowed to perform a man's work.

No. 9. Company to keep a proper supply of water for use of tenants.

No. 10. All outside labourers and mechanics to be granted an advance of fifteen per cent. from the date hereof.

No. 11. In the event of closed lights being introduced into the mine, sufficient compensation to be allowed for such.

No. 12. Miners to be paid ten cents per prop, fifteen cents per boom,



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five cents per yard, for laying roads in boards or long wall, sixty cents per butt, butts four feet square, forty-five cents per butt when bench is not taken up.

No. 13. All stone in excess of four inches to be paid at the rate of five cents per inch per lineal yard.

No. 14. All heads to be paid at the rate of \$1.50 per yard up to 35 feet, over 35 feet, \$2.00 per yard.

No. 15. Sufficient supply of tallies to be given each miner.

No. 16. No employee to be sent home who refuses to work at any other work than his own.

No. 17. That the "butty" system be abolished except when the men desire one.

No. 18. No work to be set by tender except balances.

No. 19. Two cents per box to be paid extra when boxes have to be teamed over 350 feet, over 450 feet 1 cent per box in addition for every 50 feet.

No. 20. Employees to be given a time sheet every fortnight.

No. 21. Docking system to continue as now in force.

No. 22. All coal to be paid at the rate of 70 cents per ton in tight work, 60 cents per ton long wall and pillar.

No. 23. Riding rakes to be put on 6.15 a.m., and all men to be given tickets as they come on bank in the morning, men to be at bottom of mine by 7 a.m. Riding rakes to be put on at 3.45 during the week, Saturdays at 3.30 p.m.

No. 24. When management know the night before that the following day is to be an idle one, whistle to blow at 9 p.m. which will be signal the mine will be idle the following day.

No. 25. The following days to be considered holidays, viz., Labor, Dominion, Victoria, and Christmas Day.

No. 26. Any special work between 12 Saturday night and 12 Sunday night to be paid at rate of time and a half.

No. 27. That a paper hang at tally house showing each day's coal, such paper to be hung up not later than the following morning.

No. 28. Company to supply the following tools to miners, picks, drills, shovels, stemmers and needles; worn out or broken tools when returned to store to be replaced free of charge, and picks, drills and augers to be sharpened by Company free of charge.

No. 29. Tools maliciously damaged or lost by workmen to be paid for by workmen. Pick handles ten cents each. When a man leaves Company's employ, the value of any tool not returned shall be paid for by him.

No. 30. If any employee is absent on whom depends getting out coal, such as landing tender, etc., the officials shall fill his place for the day by an employee selected from the works. On such occasion the rate paid shall be the same as such employee is receiving at his regular work, but not to exceed \$2.00 per day.

No. 31. In case the mine knocks-off during the day, riding rakes to be put on at 9.30 a.m. per quarter day, 12.30 for  $\frac{1}{2}$  day, 2 p.m. for  $\frac{3}{4}$  day, after 2.30 p.m., full day to be allowed.

This clause to apply to underground men and boys engaged in getting out coal, unless it is necessary to get out coal already mined or for development work, then they shall continue the same as if the mine had not knocked off.

No. 32. Driving levels, \$3.50 per yard and paid for coal.

No. 33. This agreement to continue in force for the period of 2 years.

To this schedule the Company made the following statement in reply:—

Officers and Members of Chignecto, P.W.A.,  
Chignecto, N.S.

Gentlemen:—

We beg leave to notify you that we have decided to establish a price for pillar and long wall work at Chignecto, which will take effect on the first day of June, 1908.

We herewith submit same to you for approval.

Pillar both east and west, 25 cents per box. Stone 5 cents per lineal yard of pillar for all stone in excess of six inches.

Long wall, 27 cents per box for coal; 40 cents for butts where bench is lifted and 25 cents for butts where bench is not taken out.

We would, furthermore, like to meet your committee and discuss the matter of general wages, as we feel we would be obliged to ask you for a general reduction from last year's prices to enable us to continue our work at Chignecto.

Last year with present rates, we made no money, this year, coal has dropped 25 cents per ton, and we will be obliged to get concession to meet this.

We wish to meet you frankly on this question and see if we cannot get at a mutual arrangement for a reduction in the cost of producing coal.

The members of the Board are pleased to state that owing to the conciliatory attitude of all concerned, coupled with the patient efforts of the Board, the following sections in the schedule were ultimately eliminated or mutually amended and agreed upon, viz.: Nos. 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 27, 28, 29, 30, 31. Such eliminations and amendments agreed upon are as follows:

No. 1. Eliminated, and the Board places the following on record with respect to it.

"The Board viewed with much satisfaction the apparently very cordial and friendly relations which subsisted between the employer and employees at this colliery, and deem it inexpedient to interfere in the matter, further than to state its recommendation and hope that such happy relations may continue. It is the opinion of the Board, from the evidence adduced, that it would be unnecessary to incorporate this section in any schedule of agreement between the parties."

"No. 2. Eliminated, and the following is substituted therefor:—'On the suspension of an employee for any infraction of the mine rules or for any other cause, the employee within thirty-six hours after such suspension shall have his case referred to the General Manager or his representative and a Committee of the Lodge, and the finding in such case shall govern. And the Board recommends that in all such cases so to be referred the suspended employee should first place his case before the manager for adjustment. Nothing in this recommendation shall mean an extension of the time for a hearing before the General Manager or his representative and the Committee of the Lodge.'"

"No. 3. Agreed upon, and the Board defines 'Clean Coal' to mean the same as coal customarily sold to the public."

No. 5. The following substituted:—"Company shall keep the houses in repair at present rent rates. Tenant employees shall not be liable for damages or repairs to houses previous to 1st April, 1908."

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No. 9. The following substituted:—"Company to keep a proper supply of water for use of tenants but employees shall not maliciously or negligently injure or destroy the pumps."

No. 10. In lieu of this section, the following advances are recommended for the classes of outside labour as named: "Ash wheelers from \$1.35 to \$1.50, screen men \$1.35 to \$1.50, box car loaders \$1.40 to \$1.50, bank men \$1.40 to \$1.50."

No. 12. The following is substituted:—"For laying roads in tight bords or long wall, when miners carry the rails, 10 cents per yard, and nothing to be paid if rails are delivered at bord end or gateway of long wall. Butts 4x4, 50 cents each when bench is taken out and 30 cents each for butts on the bench. The Board is of opinion that the claim made for payment for timber in coal mining is as a rule legitimate, but in this instance it is evident that such payment for timber has been part of the consideration of the rates paid per car."

No. 13. The following is substituted in view of the conditions obtaining at this colliery:—"All stone in excess of 6 inches on the bench to be paid at the rate of 5 cents per inch per lineal yard."

No. 14. The following is substituted:—"All heads to be paid for at the uniform rate of \$1.50 per yard."

No. 19. The following is substituted:—"2 cents per car to be paid extra when cars have to be pushed over 350 feet."

No. 20. Amended as follows:—"Employees to be given a time sheet every half month."

No. 29. Amended by striking out the word "maliciously" in the first line and substituting "negligently" therefor.

No. 30. Amended by striking out the word "shall" in the second line and substituting the word "may" therefor.

The following sections in the application for this reference, that is to say, 4, 6, 7, 8, 11, 15, 16, 17, 18, 21, 22, 23, 24, 25, 26, 27, 28, 31 and 33 were mutually agreed upon between the parties during the sittings of the Board, the Board making short adjournments from time to time in order to bring about this conciliatory result. The Board naturally confirms these sections and recommends their adoption.

The remaining sections of the application, viz.: 7, 11, 16, 17, 18, 22, 26, 32 and 33 were disposed of by the Board as follows:—

No. 7. Eliminated, on the grounds that in the opinion of the Board it was beyond the powers of the Board in this instance to lessen the hours of labour.

No. 11. Eliminated, on the ground that the Board would not adjudicate on non-existent or prospective disputes.

Nos. 16, 17 and 18. Eliminated, by the employees through the recommendation of the Board.

No. 22. Eliminated, by the Board on the ground that the Company, having no scales on their bankhead to weigh coal, payment for same therefore cannot be made by the ton. "The N. S. Mines Act" provides for the installation of scales.

No. 26. The Board recommends the adoption of this section as set out in the application.

No. 32. The Board recommends with respect to this section, as follows:—"Driving levels \$3.50 per lineal yard and paid for coal, mine bord \$2.00 per lineal yard and paid for coal."

No. 33. The Board recommend the adoption of this section as set out in the application.



## NEW SCHEDULE RECOMMENDED.

The Board recommends the following as the new and complete schedule and is their unanimous finding on the points in dispute:—

“Agreement between the Maritime Coal, Railway and Power Company, Limited, and Chignecto Lodge, No. 54, P.W.A., with respect to prices to be paid at the colliery and with respect to other matters governing the relations between the said Company and the said lodge.”

No. 1. On the suspension of an employee for any infraction of the mine rules or for any other cause, the employee, within 36 hours after such suspension shall have his case referred to the General Manager or his representative and a committee of the lodge, and their finding in such cases shall govern. In all such cases so to be referred the suspended employee shall first place his case before the manager for adjustment. Nothing herein shall mean an extension of the time for a hearing before the General Manager or his representative and the committee of the lodge.

No. 2. Company to send clean coal to its employees of a quality the same as is customarily sold by the Company to the public.

No. 3. Responsible person to take tallies of boxes.

No. 4. Company shall keep the houses in repair at present rent rates. Tenant employee shall not be liable for damages or repairs to houses previous to 1st of April, 1908.

No. 5. Number of bank hands arranged according to quantity of coal turned.

No. 6. No boy allowed to perform a man's work.

No. 7. Company to keep a proper supply of water for use of tenants, but employees shall not maliciously or negligently injure or destroy the pumps.

No. 8. The following rates shall be paid for these classes of outside labour per day: Ash wheelers \$1.50, screen men \$1.50, box car loaders \$1.50 and bank men \$1.50.

No. 9. Laying roads in tight bords or long wall, when miners carry the rails, 10 cents per yard, and nothing to be paid if rails are delivered at bord end or gateway of long wall. Butts 4x4, 50 cents each when bench is taken up, and butts 4x4, 30 cents each on the bench.

No. 10. All stone in excess of 6 inches on the bench to be paid for at the rate of 5 cents per inch per lineal yard.

No. 11. All heads to be paid for at the uniform rate of \$1.50 per yard.

No. 12. Sufficient supply of tallies to be given to each miner.

No. 13. Two cents per box to be paid extra when cars have to be pushed over 350 feet.

No. 14. Employees to be given a time sheet every half month.

No. 15. Docking system to continue as now in force.

No. 16. Riding rakes to be put on at 6.15 a.m., and all men to be given tickets as they come on bank in the morning, men to be at bottom of mine at 7 a.m.; riding rakes to be put on at 3.45 p.m. during the week. Saturday 3.30 p.m.

No. 17. When management know the night before that the following day is to be an idle one, whistle to blow at 9 p.m.

No. 18. Following days to be considered holidays, viz.: Labour, Dominion, Victoria and Christmas Day.

No. 19. Any special work between 12 Saturday night and 12 Sunday night to be paid at the rate of time and a half.

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No. 20. A paper to hang at tally house showing each day's coal, such paper to be hung up not later than the following morning.

No. 21. Company to supply the following tools to miners: Picks, drills, shovels, stemmers and needles. Wornout or broken tools when returned to store to be replaced free of charge, and picks, drills and augers to be sharpened by company free.

No. 22. Tools negligently damaged or lost by workmen to be paid for by workmen. Pick handles, 10 cents each. When a man shall leave Company's employ, the value of any tool not returned shall be paid for by him.

No. 23. If any employee is absent on whom depends getting out coal, such as landing tender, etc., the official may fill his place for the day by an employee selected from the works. On such occasion the rate paid shall be the same as such employee is receiving at his regular work, but not to exceed \$2.00 per day.

No. 24. In case the mine knocks off during the day, riding rakes to be put on at 9.30 a.m. for 1-4 day, 12.30 p.m. for 1-2 day, 2 p.m. for 3-4 day, after 2.30 p.m. full day to be allowed. This section to apply to underground men and boys engaged in getting out coal, unless it is necessary to get out coal already mined, or for development work, then they shall continue the same as if the mine had not knocked off.

No. 25. Driving levels \$3.50 per lineal yard and paid for coal, mine bords \$2.00 per lineal yard and paid for coal.

No. 26. This agreement to continue in force for the period of two years from 31st July, 1908."

## ATTITUDE OF RESPECTIVE PARTIES.

Before the adjournment of the Board at Chignecto Mines, the chairman asked the respective parties if they wished to make this a Board of Arbitration or a Board of Conciliation, and requested written replies. The following was received from the Company:—

"Our Company feel that under the present state of the market, and the outlook for the future, that they would not care to agree to accept the decision, as from present indications it looks as though there must be a reduction in the cost of producing coal in this Province in the near future."

“(Sgd.)

DAVID MITCHELL,  
“General Manager.”

The Lodge sent the following:—

“I am directed to notify you that the Lodge is willing and anxious to have the dispute referred to your Board as a matter for arbitration and not conciliation, and that the finding of your Board shall be final and binding on both parties to the dispute.”

“(Sgd.)

RONALD BUXTON,  
“Secretary.”

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The Board desires to state that they have spent much time and labour to effect an unanimous and conciliatory finding, and they express the hope that both the employer and the employees will accept the full report of the Board.

Herewith enclosed are the minutes of evidence taken, together with the exhibits therein referred to.

All of which is respectfully submitted.

(Sgd.) W. CHAS. WILSON,  
Chairman.

(Sgd.) B. B. BARNHILL,

(Sgd.) R. B. MURRAY.

Dated at Amherst, N.S., 25th of July, 1908.

HONOURABLE RODOLPHE LEMIEUX,  
Minister of Labour, Ottawa.



XIV.—APPLICATION FROM EMPLOYEES OF THE COBALT CENTRAL MINING COMPANY, LIMITED, COBALT, ONTARIO — BOARD ESTABLISHED—UNANIMOUS REPORT BY BOARD—NO CESSATION OF WORK.

Application received—July 20, 1908.

Parties Concerned—Cobalt Central Mining Company, Ltd., Cobalt, and its employees.

Applicants—Employees.

Nature of industry concerned—Metalliferous mining (silver).

Nature of dispute—Wages and hours.

Number of employees affected—105.

Date of constitution of Board—August 22, 1908.

Membership of Board—Mr. John A. Ewan, Toronto, Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. Ewan finding himself unable to act withdrew from the Board and was succeeded by Prof. S. J. McLean, of the University of Toronto; Mr. E. C. Fraleek, Cobalt, was appointed a member of the Board on the recommendation of the Company, and Mr. Charles B. Duke, Cobalt, on the recommendation of the employees.

Report received—August 29, 1908.

Result of enquiry—Strike averted.

The employees concerned in this dispute were described in the application as miners, engineers, carpenters and labourers. The application set forth that "on July 1 the men were called together early in the morning and were told by the Superintendent that the mine would be closed down for that day and that the men were discharged. He then told them that they could get their places back by applying the next day, but that the hours should be increased to 10, and the wages reduced to 25 cents from attached schedule."

A meeting was held by the employees on the same day, and it was decided to send a committee of three to the Company to ask for a settlement at 25 cents reduction on a 9 hour basis. It was stated by the men that the Company absolutely refused this proposal, and application was thereupon made to the Minister of Labour for the establishment of a Board of Conciliation and Investigation. Mr. Jacob W. Young, General Superintendent of the Company, in a statement in reply to the application, said he was unable to justify to the shareholders of his Company a continuance of the high wages he had been paying.

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## PROCEEDINGS BEFORE THE BOARD.

During the proceedings before the Board much interesting information was submitted concerning the duration of the working day and the attitude thereto of various managers. The following details are obtained from the lists of those contributing to the Miners' Hospital:—

On Ten hour day.	No. of men.
Chambers-Ferland .....	36
Silver Queen .....	76
Cobalt Lake .....	80
Coniagas .....	138
Right of Way .....	76
Beaver .....	22
Kerr Lake .....	100
Tretheway .....	110
Nipissing .....	450
Cobalt Central .....	95
Buffalo .....	140
O'Brien .....	181
Trinity Cobalt .....	128
Provincial .....	21
Drummond .....	70
Crown Reserve .....	40
Silver Leaf .....	35
	<hr/> 1,798

On Nine Hour Day.	No. of men.
Foster .....	39
Nova Scotia .....	72
Temiskaming .....	85
Larose .....	150
City of Cobalt .....	72
McKinley-Darragh .....	153
Townsite .....	29
	<hr/> 600

In a statement in evidence Mr. J. C. Houston, Manager of the Right of Way Mining Company, stated that he was satisfied he could carry on his mine at as low cost on a basis of nine hours as on one of ten hours. He stated that he was working his mine on a ten hour schedule simply because he had accepted this schedule with a view to arriving at uniformity in the hours of labour in mining. Other representatives stated that their companies were entirely satisfied with the results of the nine hour day. On the other hand, the managements of certain mines were opposed to the nine hour day, and their attitude was stated to be the chief obstacle in the way of the more general acceptance of the shorter day. The reference in the third clause of the findings of the Board to Professor Mickle to determine the respective costs of the nine hour day and of the ten hour day, is explained as being due to the fact that the management of the mine justify a change to the ten hour day in part by a reference to the question of costs. Prof. Mickle as provincial mine assessor is necessarily acquainted with the costs of operation and will have ready access to the material. No other person, it is added, occupies the same position with respect to the Cobalt mines.

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## WAGES SCHEDULE PRIOR TO JULY 1.

The following is the wages schedule in force at the Standard Cobalt Mines, Limited, prior to July 1, 1908:—

## MINE.

Machine men .....	\$3.50	per shift of nine hours.
Machine helpers .....	3.00	" "
Hand miners .....	3.00	" "
Pumpmen .....	3.00	" "
Timbermen .....	3.50	" "
Timber helpers .....	2.75	" "
Trammers .....	2.75	" "
Muckers .....	2.75	" "
Cage tenders .....	3.00	" "
Hoistmen .....	3.10	" "
Deckmen .....	2.50	" "
Head Blacksmith .....	4.00	" "
Blacksmith .....	3.50	" "
Blacksmith's helpers .....	3.00	" "

## MILL.

Jigmen .....	\$3.00	per shift of twelve hours.
Tablemen .....	3.00	" "
Samplers .....	2.75	" "
Engine tenders .....	3.50	" "
Other labour .....	2.50	" "

## POWER HOUSE.

Engineer .....	\$3.50	per shift of twelve hours.
Firemen .....	3.25	" "
Pipe fitters .....	3.00	" Nine
Machinists .....	3.50	" "
Carpenters .....	3.50	" "
Teamsters .....	2.75	" "

## SURFACE LABOUR.

Labour .....	\$2.50	per shift of nine hours.
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The Standard Cobalt Mines, Limited, it may be added, is the Company controlling the Cobalt Central Mining Company.

A letter from the Chairman to the Department stated that the members of the Board nominated by the Company and employees respectively were endeavouring to obtain the formal consent of these parties to the provisions of the award. The Department received word on September 7 from Mr. Jacob W. Young, Manager of the Standard Cobalt Mines, stating as follows: "Am pleased to say that the findings of the Board are acceptable to the Company as a settlement of the differences with its employees."

## FINDINGS AND COVERING LETTER.

The following is the text of the findings of the Board and of a covering letter from the chairman, addressed to the Deputy Minister:—

Ottawa, Ont., September 1, 1908.

Dear Mr. King:—

The Board in the Cobalt Central Mining Company case held its sessions at Cobalt from August 25th until August 29th. On the evening



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of August 27th the chairman of the Board explained the provisions of the Industrial Disputes Investigation Act to the employees at the mine. Later in the same evening he attended a conference between representatives of the employees and representatives of the management.

In the course of the evidence brought before the Board material was submitted bearing on the advisability of more uniform conditions of employment throughout the Cobalt mining camp. In the case before the Board the question at issue was narrowed down to the question of the length of the working day. The chairman of the Board and Mr. C. B. Duke, one of the members of the Board, are of the opinion that in any movement for uniformity of hours of labour in the Cobalt mining camp the nine hour day is preferable to the ten hour day.

After a careful consideration, which was characterized by an extremely fair and broadminded attitude on the part of the members of the Board representative of the respective parties to the dispute, the attached recommendation was unanimously agreed upon.

Very truly yours,

(Sgd.) S. J. McLEAN.

W. L. MACKENZIE KING, Esq., C.M.G.,

Deputy Minister of Labour, Ottawa, Ont.

#### FINDINGS.

Cobalt, August 29, 1908.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Cobalt Central Mining Co., Ltd., Employer, and Employees of the said Company, Employees.

The Board appointed under the Act makes the following recommendation:—

1. We are of the opinion that the action of the management in terminating on July 1st, 1908, without adequate notice, the hitherto existing arrangements in regard to hours of labour and wages, and abruptly informing the men that they would be continued only on a ten hour day and a reduction of 25 cents per day, was unfair to the men.

2. The Board strongly recommends that the management of the Cobalt Central Mining Company should not make any reduction in the scale of wages or the hours of labour in force since July 1st, 1908, until May 1st, 1909.

3. If, however, by December 1st, 1908, after the examination of the books of the Company by Prof. Mickle, the Mine Assessor, it is found that the cost of mining operations in the period September 1, 1908, to December 1st, 1908, is not less under the ten hour day than under the nine hour day, that the Company then place the men on the nine hour day.

(Sgd.) S. J. McLEAN.  
Chairman.

(Sgd.) E. L. FRALECK.

(Sgd.) C. B. DUKE.

XV.—APPLICATION FROM CAR MEN OF THE QUEBEC AND LAKE ST. JOHN DIVISION OF THE CANADIAN NORTHERN QUEBEC RAILWAY COMPANY—BOARD ESTABLISHED — AGREEMENT CONCLUDED ON ALL POINTS.

Application received—August 21, 1908.

Parties concerned—Quebec and Lake St. John Division of the Canadian Northern Quebec Railway Company and its employees.

Applicants—Employees.

Nature of industry concerned—Railways.

Nature of dispute—Wages and conditions of labour.

Number of employees affected—49.

Date of constitution of Board—September 30, 1908.

Membership of Board—Mr. Cyrille Tessier, Quebec, was appointed Chairman on the joint recommendation of the other members of the Board, but notified the Department that it would be impossible for him to undertake the duties of the position. Mr. Ludovic Brunet, Quebec, was accordingly appointed to succeed Mr. Tessier as Chairman, on the recommendation of the other members of the Board. Mr. Edward A. Evans, Quebec, was appointed a member of the Board on the recommendation of the Company, and Mr. Alfred Chartrain, Montreal, on the recommendation of the employees.

Report received—November 19, 1908.

Result of inquiry—Agreement concluded on all points; strike averted.

The application in this case referred to certain efforts which had been made by the carmen employed on the Lake St. John division of the Canadian Northern Quebec Railway to obtain from the Company certain increases of wages and improvements of conditions generally in the workshops on this line. A statement from Mr. F. M. Spaidal, General Manager of the Railway, was received in the Department on August 31 in reply to the statement of grievances accompanying the application. The statement on behalf of the Company set forth that the General Manager had met a committee of the men during May, July and August last to discuss the question of a new schedule, and that in the matter of wages it was stated "the men were informed that owing to decrease in traffic which was common to all railroads the Company was unable to increase its rates. It was also proven to the men that their rates compared favourably and in many respects were higher than wages paid on other roads of similar standing." Copies of statements showing contemporary rates at Quebec as paid by the Quebec, Montreal and Southern Railway Company accompanied the letter. With reference to shop facilities it was alleged that the sanitary conditions were satisfactory, the shops being well heated and comfortable for the men to eat their noon meal.

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With regard to the general conditions of work the Board found that there was no ground for a special grievance on the part of the men. Concerning the question of wages a special schedule was framed to take effect from the 1st of December, and to remain good for a period of one year, which improved the situation of the men in certain classes, particularly the coach, locomotive and freight painters, car repairers and the blacksmiths' helpers. The following table shows respectively the rates of wages in the various classes prior to December 1, and the rates recommended in the report of the Board.

## SCALE OF WAGES.

## CAR DEPARTMENT EMPLOYEES.

	Old Rate.	New Rate.
Carpenters, coaches, benches and cab.....	16 c. to 20½c.....	16 c. to 20½c. per hour.
Freight carpenters.....	16 c. " 17 c.....	16 c. to 17 c. "
Painters, coach and locomotive.....	15 c. " 21 c.....	17 c. to 21 c. "
Freight painters.....	15 c. " 21 c.....	" " " "
Car cleaner.....	14 c. " 14½c.....	14½c. "
Lamp cleaner.....	14 c. " ".....	" " " "
Tinsmiths.....	19 c. " ".....	20 c. " "
Car repairers.....	12½c. " 17 c.....	14½c. to 17 c.
Blacksmiths' helpers.....	10 c. " ".....	14 c.

## FINDINGS OF THE BOARD.

The following is the text of the report of the findings of the Board:

Quebec, 17th November, 1908.

THE HON. RODOLPHE LEMIEUX,

Postmaster-General and Minister of Labour, Ottawa, Ont.

Dear Sir:

In the matter of certain differences between the Canadian Northern Quebec Railway Company (Quebec & Lake St. John Railway Company) and certain of its employees, being members of the Brotherhood of Railway Carmen of America, which has been referred to us for settlement under the Industrial Disputes Investigation Act, we, Ludovic Brunet, P. J. Jobin and Edward A. Evans, all of the city of Quebec, having been appointed by the employees and the Company to investigate the differences in question, beg to report as follows:—

As regards the rules and regulations governing the employees, members of the Brotherhood of Railway Carmen of America, we found that certain rules and regulations had already been agreed upon, and as a consequence, no action was taken in this respect.

With regard to the petition of the employees for additional protection to life and means of avoiding personal injury, having visited the yards in the city of Quebec and in Limoilou we are of the opinion that the repair tracks specially set apart for the men to work are properly laid out and every means taken to prevent any possibility of injury to the car repairers while working at their different occupations.



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As regards the shops, closet and other accommodation, we do not feel in a position to make any recommendations as regulations governing these are provided for in the Factory Inspection Act, Quebec, and it is a matter appertaining to the duties of the Factory Inspector under this Act, who has powers to enforce rules and regulations providing for the safety of employees and the hygienic conditions of the shops. We found, however, that the shops were exceptionally well lighted, and that at Limoilou especially, the employees had every accommodation for obtaining their meals.

As regards the question of wages, your Board of Conciliation decided to call in Mr. J. Desrosiers, Chairman of the Protective Board, Mr. F. Legaré, Vice-Chairman, Mr. Jules Belanger, Recording Secretary, Mr. Jos. Robitaille and Mr. H. Foy, on behalf of the employees, and Mr. F. M. Spaidal, Superintendent of the Railway Company, on behalf of the Company; but, with the exception of Messrs. Desrosiers and Spaidal, we found that it was not necessary to call upon the other gentlemen mentioned. As a result of this conference, which took place at the Court House, Quebec, on Monday, the 16th inst., it was agreed that the following maximum and minimum rates should apply:—

Carpenters, cab, coach and bench .....	16 c. to 20½c. an hour
Freight carpenters .....	16 c. " 17 c. "
Painters, coach, locomotive and freight .....	17 c. " 21 c. "
Washer painters, lamp cleaners and car cleaners .....	14½c. "
(Upon the understanding that should there be any employees at present in the employ of the Company obtaining a higher rate, said higher rate should not be disturbed).	
Car Inspectors .....	20 c. "
Tinsmiths .....	20 c. "
Car repairers .....	14½c. " 17 c. "
Blacksmiths .....	20 c. "
Blacksmiths' helpers .....	14 c. "

It was found that air brake cleaners, and testers, and pattern makers were not applicants for any change in the existing rate of pay, and as a consequence your Board did not consider the question of rates regarding them.

The above schedule of wages to take effect on the first day of December, 1908, and to continue in force for one year and thereafter unless thirty days' notice is given by either side of a change.

We are pleased to be able to report that the conference between your Board and Mr. Desrosiers, representing the employees, and Mr. Spaidal, representing the Company, was of a most satisfactory nature, and the schedule of wages as mentioned above, as also the other subjects mentioned, were accepted by Messrs. Desrosiers and Spaidal as satisfactory, the relations between the employees and the Company appearing to us to be harmonious.

Yours respectfully,

(Sgd.) LUDOVIC BRUNET,  
Chairman.

(Sgd.) P. J. JOBIN,  
Representative of the Employees.

(Sgd.) EDWARD A. EVANS,  
Representative of the Company.

XVI.—APPLICATION FROM FIREMEN AND ENGINEERS OF THE  
CANADIAN PACIFIC RAILWAY COMPANY — BOARD ESTAB-  
LISHED—AGREEMENT CONCLUDED ON ALL POINTS.

Application received—August 22, 1908.

Parties concerned—Canadian Pacific Railway Company and Firemen and  
Engineers in its employ.

Applicants—Employees.

Nature of industry concerned—Railways.

Nature of dispute—Alleged wrongful dismissal of certain employees.

Number of employees affected—Directly, 2,000; indirectly, 5,000.

Date of constitution of Board—January 5, 1909.

Membership of Board—Honourable Mr. Justice Fortin, of the Superior Court,  
Montreal, Chairman, appointed by the Minister in the absence of any  
joint recommendation from the other members of the Board; Mr. Wallace  
Nesbitt, K.C., Toronto, appointed on the recommendation of the employ-  
ers; Mr. J. G. O'Donoghue, Toronto, appointed on the recommendation of  
the employees.

Report received—January 15, 1909.

Result of inquiry—Agreement concluded on all points; strike averted.

The differences in question in this matter were set forth in the application  
of the employees as follows:—

(1) The dismissal of Engineer William McGonegal, of Sault Ste. Marie,  
for alleged violation of rule 89 (a) of the Company's Rule Book, on November  
12, 1907. "Claim, wrongful dismissal; request reinstatement and pay for  
time lost."

(2) The dismissal of Engineer Thomas W. McAuley, of North Bay, for  
alleged recklessness in or about the month of November, 1907. "Claim,  
wrongful dismissal; request reinstatement and pay for time lost."

The Canadian Pacific Railway Company, in its statement in reply to the  
application, expressed its unwillingness to reinstate either of the two dis-  
missed employees, holding that both had been dismissed with good cause, and  
insisting that the provisions of the Act could not properly be invoked in  
respect to cases such as those indicated.

The position of the Company with respect to McGonegal was set forth  
as follows, namely: "The said McGonegal was, on November 12, 1907, in  
charge of engine 1568, train No. 116, east bound, and brought his train into  
collision with train No. 115, west bound, at mileage 102, five telegraph poles  
east of east switch at Blind River, on the Sault Ste. Marie branch of the Com-  
pany's railway. The collision, which resulted in injuries to persons and  
damage to property, was the direct result of said McGonegal attempting to  
take the switch at Blind River at the east end instead of the west end, in the  
disregard and violation by McGonegal of the Company's rules and regulations,  
and more particularly the violation of rule 89A, reading as follows:

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"At meeting points between trains fixed by train order form A or form P1 (superseding order mentioned above), the train of inferior class, or in the case of trains of the same class, the train in the inferior direction must, unless otherwise directed, take the siding, and must pull in when practicable. If necessary to back in, the train must first be protected as prescribed by rule 99."

"The testimony taken on the investigation by the Company's officials, and McGonegal's own admission, furnish conclusive proof that he ran his train through the east end in the face of an incoming train, about which he had been advised, in disregard of the rule with which he was familiar, requiring him to enter the siding at the west end. The signed statement of the said McGonegal is as follows:—'Received order No. 62 at Blind River, from Conductor Gaudet. This order was to meet 115 at Blind River. It required us to get into siding for No. 115. Did not do that. We pulled down to east end to back in. That could have been avoided, as we could have taken siding at west end.'"

The position of the Company with respect to McAuley was as follows:—

"The said McAuley was dismissed from the Company's service for recklessness in the operation of his train under the following circumstances: The said McAuley was in charge of engine 1626 on November 21, 1907, and becoming stalled at or near mileage 82, had to take the front end of train to Azilda. On returning to pick up his train, he approached it too fast, resulting in collision and damage to the Company's property.

"That said McAuley exercised poor judgment and reckless disregard of the safety of the Company's property, and also was guilty of an infringement of rule No. 101A, which reads as follows:

"'When a train doubles, the rear portion must be protected against the engine returning for it, by two torpedoes placed on the rails, two rails length apart, on the same side as the engineer of the returning engine, 500 yards (10 telegraph poles) from the front end of the rear portion, and in addition, at night or during foggy, smoky or stormy weather, a red light must be placed on the front end of the leading car of the rear portion. This, however, will not relieve enginemen and trainmen accompanying front portion from responsibility in carefully noting location of rear portion and returning to it with engine under proper control.

"'Conductor will be held responsible for arranging protection as required.

"'When at night or during foggy, smoky or stormy weather, an engine is cut from a train more than 60 feet from a water tank, for the purpose of taking water, a trainman must remain at the front end of the train with a light to indicate its location.'"

By agreement between the parties to the dispute, the proceedings were suspended for some months before the appointment of a chairman; on their resumption, Messrs. Nesbitt and O'Donoghue being unable to agree in a recommendation for a third member of the Board, the Minister appointed the Honourable Mr. Justice Fortin, of Montreal, to the Board, which was finally constituted on January 5. The inquiry was then proceeded with. The findings of the Board were signed by all the members, and sustained the contention of



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the Company with reference to the case of McGonegal, and the contention of the men with reference to the case of McAuley. Mr. O'Donoghue, however, the member of the Board appointed on the recommendation of the men, though attaching his signature to the findings, differed from his colleagues in the case of Engineer McGonegal. The members agreed unanimously with respect to both matters of dispute "that it should be clearly recognized by the employers and employed in the case of the public that the employer must have the inherent right of regulating, subject to the contract between the parties and the law of the land, the discipline and organization of the Company." The Department subsequently received a formal notification to the effect that the employees would abide by the findings of the Board, and the whole dispute was understood to have been amicably arranged.

#### TEXT OF FINDINGS OF BOARD.

The text of the findings of the Board is as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and of the dispute between the Canadian Pacific Railway Company, Employer, and the Brotherhood of Locomotive Firemen and Enginemen, Employees.

The undersigned having been appointed at a Board of Conciliation and Investigation under the above Act, held at Montreal, on the 14th and 15th days of January, 1909, and having heard the parties, proceeded to investigate the following claims:—

In the matter of William McGonegal.

The majority of the Board came to the conclusion that the contention by Engineer McGonegal as to the construction of rule 89 (a) was incorrect, and that he should have backed his train and pulled into the siding.

Mr. O'Donoghue was of the opinion that the question of the practicability of pulling in or backing in was to be determined by the engineer on the ground, and the understanding of other engineers appears to support the contention of Mr. McGonegal.

The contention of the Company is therefore sustained.

In the matter of Thomas W. McAuley.

The Board having heard the parties, are of the opinion that the officers of the Company were justified, on McAuley's signed statement the day following the accident, in dismissing him.

It appears, however, that this was the first trip over this portion of the road by McAuley, and the Board would suggest that he should, in view of the further light that has been thrown upon the case by the discussion, apply for re-instatement.

In both these matters the Board are unanimously of the opinion that it should be clearly recognized by the employers and employed in the interest of the public that the employer must have the inherent right of regulating, subject to the contract between the parties and the law of the land, the discipline and organization of the Company.

Dated at Montreal, this 15th day of January, 1909.

(Sgd.) THOMAS FORTIN,  
Chairman.  
WALLACE NESBITT,  
For the Company.  
J. G. O'DONOGHUE,  
For the Brotherhood.

XVII.—APPLICATION FROM LOCOMOTIVE ENGINEERS EMPLOYED BY THE CANADIAN NORTHERN ONTARIO, THE CANADIAN NORTHERN QUEBEC AND THE QUEBEC AND LAKE ST. JOHN RAILWAY COMPANIES — BOARD ESTABLISHED — AGREEMENT CONCLUDED ON ALL POINTS.

Application received—August 22, 1908.

Parties concerned—Canadian Northern Ontario, the Canadian Northern Quebec and the Quebec & Lake St. John Railway Companies and Locomotive Engineers in their employ.

Applicants—Employees.

Nature of industry concerned—Railways.

Nature of dispute—Wages and conditions of labour.

Number of employees affected—Directly 81, indirectly 260.

Date of constitution of Board—September 14, 1908.

Membership of Board—His Honour R. D. Gunn, Junior County Judge of Carleton County, Chairman, appointed on the recommendation of the other members of the Board; Mr. F. H. Richardson, Toronto, appointed on the recommendation of the Companies; Mr. J. Harvey Hall, Toronto, appointed on the recommendation of the employees.

Report received—November 16, 1908.

Result of inquiry—Agreement concluded on all points; strike averted.

The application in this case was received in the Department on August 27, being signed by Mr. W. B. Best, of Winnipeg, General Chairman of the Brotherhood of Locomotive Engineers, and Mr. S. White, of Montreal, Secretary of the Brotherhood for the Eastern lines. The dispute related to a question of wages and general conditions of employment, schedules being put in with the application in question, representing in detail the demands made on behalf of the employees. The Minister decided to establish a Board, which was duly constituted as set forth above.

The demands of the employees were for an increase in the rate of wages and a uniform set of working articles, both which claims were resisted by the Company. The differences involved proved more than commonly difficult to adjustment, owing in part doubtless to the wide area over which the dispute extended and also to the fact that, although the employer was known generally as the Canadian Northern Railway system, and that proceedings with the Department were conducted through that Company, there were nevertheless three individual companies concerned in the dispute, known respectively as the Canadian Northern Ontario, Canadian Northern Quebec and Canadian Northern Quebec & Lake St. John Railways.

The Board, after some preliminary and unsuccessful efforts to bring about a settlement without proceeding to an investigation under the Act, found it

necessary to undertake a searching enquiry into the whole matter, and to that end held sessions in Ottawa and Toronto as occasion required, discussing the subject, moreover, in detail with the officers of the Companies and the members of the engineers' committee and took such evidence as was from time to time considered necessary. In conducting the investigation on these lines, it became necessary for the members of the Board to obtain a more intimate personal knowledge of the circumstances relating to a number of questions embraced in the dispute, such as switching points, terminals, provision for the comfort of the men at specified places, etc., and the Board accordingly inspected the three roads concerned, free transportation for the members of the Board and witnesses being furnished for this purpose by the Canadian Northern Railway Company. As a result of the knowledge obtained in this way, the Board found itself able to make a number of recommendations looking to an improvement of conditions under which engineers are compelled to work, especially at points where the men "are frequently forced to remain over night and some times after a long trip in most inclement weather." The suggestions of the Board in this direction were accepted by the Companies and instructions were immediately given to the superintendents to comply therewith.

The application for a schedule common to the three railways concerned was most carefully investigated and considered, and working articles were finally drawn up and set forth in two separate schedules attached to the report of the Board as applicable to the several roads figuring in the dispute, the terms of the respective schedules being identical.

As to the question of wages, the Board found, to quote from the report, that the lines "are each equipped with a standard type of motive power and the engineers on each line are an intelligent and efficient class of men, well qualified to discharge the responsible duties their engagement requires, and are performing the same duties, assuming the same responsibilities and incurring similar risks to engineers on other lines of railways." After carefully weighing all the arguments advanced and all the circumstances brought to light on this point, the Board decided that the wages paid the engineers were insufficient in comparison with the services performed and compared unfavourably with those paid by other lines. The Board took into account, however, the fact that having regard to the earnings, business done, and other circumstances with relation to the employing Company and the fact that the newer lines of railway offered prospects and opportunities of promotion not found on older roads, and the demand of the men with respect to wages were not considered in full. A schedule was submitted attached to the report setting forth the exact rates of wages recommended by the Board.

It was recommended by the Board that the schedule covering the working articles should come into effect from the date of the award, namely, November 12, 1908, while the schedule relating to the rates of pay should come into force from the 1st of January, 1909.

The Department was given to understand that the Board had received an informal intimation that the findings would be accepted by the parties to the dispute and that it subsequently received a formal acceptance on behalf of the employees. In further correspondence with the Department it was claimed by



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the Company that certain articles in the agreement did not conform with the Company's understanding of what had taken place when these matters were under discussion by the Board. With the modifications in question formal consent, however, was given by the Canadian Northern Railway Company to the findings of the Board in this matter.

## FINDINGS OF THE BOARD.

The text of the findings of the Board and of the schedules attached is as follows respectively:—

TO THE HONOURABLE RODOLPHE LEMIEUX,

Minister of Labour,

Ottawa.

The Board of Conciliation and Investigation appointed on the 14th day of September last under the Industrial Disputes Investigation Act, to whom were referred the disputes between the Locomotive Engineers, and the Canadian Northern Ontario, Canadian Northern Quebec, and Quebec & Lake St. John Railway Companies, having fully investigated the matters referred to them, humbly submit the following report:—

Pursuant to appointment the Board met at the Court House, Ottawa, on the 15th day of September last, and were attended by representatives of the Companies and engineers interested.

The dispute outlined in the application filed on behalf of the engineers, and the statement of their representatives present, to be fully understood, is shortly summarized in the following paragraph.

The locomotive engineers engaged on the C. N. O. operating between and having terminals at Toronto and Sudbury in the Province of Ontario, and the locomotive engineers on the C. N. Q. operating between and having terminals at Montreal, Hawkesbury, and Riviere a Pierre, and having one or more branches, and the engineers on the Q. & L. St. J. operating between and having terminals at Quebec and Chicoutimi, all in the Province of Quebec (numbering 81 directly and 260 indirectly interested), demand by their application filed in your Department an increased rate of wages and a uniform set of working articles, to govern their wages and duties on the aforesaid lines of railway, while the Company strenuously resist the application on both points.

The Board find that there was a schedule of rates and working articles signed by the engineers and management on the Q. & L. St. J. in September, 1907, and a distinct and separate schedule exists covering rates and working articles, on the C. N. Q., signed in July, 1907, and that no schedule exists severing either rates or working articles on the C.N.O., as it was more recently put in operation, and the engineers were supposed to be governed by the same schedule as the engineers on the C. N. Q.

The Board, in compliance with the provisions of the Act, occupied some time in an earnest and sincere endeavor to bring about a settlement of the whole dispute between the parties, but without any satisfactory results, and to emphasize their objections the Company filed written statements refusing to consider the question of increasing the rates on any of the lines, and requesting a full and complete inquiry into the dispute by the Board, and the representatives of the engineers filed a similar

statement, refusing to abandon any portion of their demand, and joined in the request for a full and complete investigation.

The Board, satisfied that further time or effort to effect a settlement of the dispute or any part of it would be uselessly spent, considered the question of procedure and concluded that the best results would be obtained by considering and settling the working articles set out in the application, and afterwards taking up the question of increased rates; and with that end in view adjourned to the head offices of the Companies in Toronto to discuss and consider the working articles with the Superintendent of the C. N. O., and the Board ordered and directed that the engineers committee from the C. N. O. be present.

As in duty bound, the Board in reassembling at Toronto further endeavoured to effect a settlement with the Chief Executive of the Company, but were met with a prompt and emphatic refusal by the officers of the Company, who quoted figures showing that the earnings and operating expenses on each line would not warrant any increase of wage, but raised no objection to the Superintendent assisting in the formation of working articles to cover each line, and its switching facilities and terminals.

The Board after entering on the consideration of the working articles and a discussion of the same with the Superintendent and Master Mechanic of the C. N. O., and the representative of the engineers on that line, found that it would be quite impossible to deal intelligently with and decide and report satisfactorily upon the many questions arising out of and embraced in the dispute, either as to wages or working articles, without a better knowledge of the different lines of railway—the switching points, terminals, and provisions made for the comfort of the men at specified places, and as the Company offered transportation and other facilities for the convenience of the Board and witnesses, and as much inspection work would not materially interfere with the consideration and composition of the working articles, and as very material evidence could be obtained at the least possible expense, and for other good reasons, the Board decided to make the inspection so strongly pressed for by both parties.

The inspection of the three different roads, and the switching facilities and terminals, and the discussion of the different matters with the engineers on each of the lines visited, including the examination of the places provided for the comfort of the engineers, engaged the attention of the Board for some days, but in the opinion of your Board this was time spent most profitably employed and resulted in the Board being able to recommend and advise as to the working articles and the application thereof to the three lines, to the entire satisfaction of all parties concerned.

At the close of the discussion upon the working articles, and after the evidence had been taken, the Superintendents of the different lines applied to the Board to be permitted to introduce a number of rules described as "Duties of Engineers," but as the Companies had not filed, in compliance with section 19 of the Act, any statement in reply to the application of the engineers, and as such request came at a very late period in the investigation, and was strongly objected to by the engineers, the same was not granted for the reason that it was considered it would greatly prolong the proceedings, and embarrass the engineers, and was not, in the opinion of the Board, any part of the dispute legally referred to them, and to allow the introduction of a further set of rules at such a time would, in the face of the objection, lead to injustice. The Board further begged to point out that all parties have ample protection

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in a fair compliance with the plain and explicit provisions of the Act in setting forth their respective demands and answers, which are intended to outline the dispute referred to any Board under the Act.

The Board finds from the inspection of the terminals and turn around points on the different lines, and the evidence submitted, that no sufficient provision had been made for the comfort of the engineers at the points where they are frequently forced to remain over night and sometimes after a long trip in most inclement weather and recommended and advise that the Companies make such provision at such terminal points as none are now provided, and better the present conditions at other well-known points in this respect, so that many of the real hardships and great exposures which the engineers and crews undergo will be materially diminished, and instructions were given to the Superintendents to comply herewith, by the Company.

At the special request of the engineers the Board have defined the word *emergency* in the working articles, as it was pointed out that, owing to the great difference of opinion between the Superintendents and engineers over such class of service so extra hazardous to the engineers, much difficulty arose, and sometimes loss of life and destruction of valuable property occurred when the engineer was ordered to run against his better judgment or incur suspension or dismissal, if he refused.

The Board have most earnestly and carefully weighed and considered the evidence and arguments presented by the parties relating to the question as to the expediency and practicability of having all lines operated under one set of working articles, and have concluded to recommend and advise that the working articles set out in schedule "A," hereto attached, shall govern on the C. N. O., and the working articles set out in schedule "B," hereto attached, shall govern and control on the C. N. Q., and the Q. & L. St. J. Ry's., and report accordingly.

As urged and requested by the parties interested, the Board made a careful and exhaustive examination of the details of the earnings and operating expenses of the three roads, and examined different officials of the Companies, as well as the engineers, together with such other witnesses as the parties presented, for the purpose of ascertaining and gathering information on the question of increasing the rates, as no advance could be made toward a settlement, and the Board were compelled to make such careful and satisfactory examination as the circumstances demanded.

The Board found from their inspection of the lines that they are each equipped with a standard type of motive power and the engineers on each line are an intelligent and efficient class of men, well qualified to discharge the responsible duties their engagement requires, and are performing the same duties, assuming the same responsibilities, and incurring similar risks to engineers on other lines of railway. It is here fair to state that the officials of the Companies have submitted to the Board in answer to the demand for increased wages by the engineers that the engineers on the Q. & L. St. J. and the C. N. Q. in September, 1907, were granted an increase in rates, by which the Q. & L. St. J. engineers receives a slightly increased rate over the C. N. Q. engineers; the C. N. O. engineers are paid the same rate as the C. N. Q. engineers, and that the Company claims they are now paying for engineers' services all that they can reasonably afford under the earning circumstances of each line, and that they are not warranted in submitting to any increase on rates to the engineers out of the earnings of any of the lines in question, and that the demands of the engineers should not be pressed in the face of these facts.



This Board have, in addition, been referred to and read with considerable advantage the report of the Board dealing with the dispute of the Grand Trunk Railway Company and its Telegraphers, bearing date of January 13th, 1908, to be found in the *Labour Gazette* of February, A.D. 1908 (page 952).

After having fully considered all the facts and circumstances presented to them, this Board have concluded that the present rates paid on the lines concerned are insufficient to enable the engineers in view of the increased cost of living, to meet the necessities of life, maintain and educate their families according to their station, are below the rates paid by many other lines for the same service, are out of proportion to the rates paid other trainmen in the same service, are not fair compensation for the risk and responsibility assumed and skill required by the men in the capacity of engineers, do not provide "a living wage," and it appeared in evidence that on the lines in Quebec, the engineers were promised an increase in the near future, when they signed the schedule last in force.

Your Board also feels that while the rates demanded in the application are paid for engineers' services on other lines, it would, having due regard to the earnings, business done, and other circumstances relied on by the Company, be quite unreasonable to grant the demand in its entirety, and also that the engineers should take into consideration the prospects and opportunities on these newer lines for promotion, which it does appear will give opportunities for advancement that are not so easily obtainable on the older roads, and which prospects and opportunities to some extent entered into the consideration of the engineers when they took service at the present rates. This Board begs to report that schedule "C," hereto annexed, sets forth fair and proper rates to be paid the engineers for their services on the lines of railway under consideration.

This Board recommends that the working articles in schedules "A" and "B" hereto shall go into force and effect forthwith, and the rates relating to freight, mixed, snow plow, way freight, work trains, and for all other services, including passenger service, as set out in schedule "C," hereto, shall go into force and effect from and after the first day of January, A.D. 1909.

This Board further begs to report that they have entered upon this inquiry, conducted the investigation, and after a full and careful deliberation upon, and consideration of, the evidence and arguments presented, on behalf of all parties, have arrived at the conclusions set forth in this report.

Herewith is returned the evidence, papers filed, and other proceedings had and taken before the Board, including the oaths of office and the statements required by statute.

Dated this 12th day of November, 1908, A.D.

(Sgd.) R. D. GUNN,  
Chairman.

(Sgd.) J. HARVEY HALL,  
(Sgd.) F. H. RICHARDSON.

## SCHEDULE "A"

TO THE REPORT HEREWITH ATTACHED—WORKING ARTICLES.

*Emergency*, wherever used in these articles, shall be construed to mean a duty or service necessary to prevent impending serious loss or irreparable damage to person or property; (b) Any special circumstance unexpectedly arising which engineer performing the service and official agree creates an emergency.

1. Road engineers will be paid for switching at terminal and turnaround points at through freight rates, except on specified runs and as otherwise provided for; time to count from the time the engine is ordered until switching is completed; each six minutes to count one mile switching tickets to be certified to by agent, conductor, or yardmaster.

(b) 100 miles or ten hours to constitute a day, overtime pro rata.

2. Engineers tied up between terminals, whether engine dead or alive, will be paid full time until relieved of duty and supplied with conveyance to terminal, when dead heading mileage only will be paid.

3. An engineer in charge of an engine ordered over any section (not under construction) with which he is not familiar, shall be furnished with a competent pilot, in addition to engine crew.

4. Engineers will not be required to haul any cars when running engine extra, except water car.

(b) Engineers will not be required to let engine in and out of shop track, except when running light.

5. Engineers assigned to snow plow service shall be considered as held for special service, and shall receive one day's pay for the first ten hours of each twenty-four hours so held. If held for less than ten hours for such service, engineers will be paid pro rata per hour. Tenders for all engines handling snow plows are to be covered with tarpaulin, and equipped with slide curtains on back boards.

(b) Except in cases of emergency, engineers pushing snow plows will not be required to haul any cars excepting necessary cars containing coal supply and boarding cars for workmen.

6. Engineers taken off their trains between terminals for work train service, and continuing their original trip afterwards, will be paid at work train rate from the time engine was taken off train until time of continuing trip commences; such time to be deducted when computing overtime.

7. Engineers taking engine out of shop on trial trip will be paid 100 miles for such services, but must leave engine equipped for road service, and will be paid overtime if such time extends over ten hours.

8. Engineers responding to call for train which is afterwards cancelled will be paid twenty-five miles, but in case they are held under orders for a period exceeding two hours and thirty minutes, they will be paid pro rata for the time ordered, and will stand first out, except when 100 miles have been made, when they will stand last out.

9. Engineers will be paid actual mileage for doubling. Engineers will be paid not less than ten miles when ordered to double, or at regular doubling points, but doubling time to be deducted when computing overtime.

10. Engineers on regular runs shall lose no time through being held for special service.

11. Road Engineers making less than 100 miles will be paid for 100 miles, but will be liable for further service to the extent of ten consecutive hours, and the rate of one hour for each ten miles.

(b) Road Engineers ordered for yard service only will be paid not less than five hours; over five hours, pro rata. If ordered for more than one day's yard work, switching rates will be paid with a minimum of ten hours per day.

(c) Road Engineers relieving regularly assigned engineers will be paid switching rate.

12. Engineers held away from home stations for engines will be paid ten miles per hour at minimum passenger engineer's rate for the last ten hours, or portion thereof, in every 24 hours so held, less any mileage or time otherwise paid for during said 24 hours.

13. Engineers' time on work trains will count from the time work train was ordered, ten hours or less to constitute one day; overtime pro rata, but will be allowed thirty minutes for getting engine ready. Engineers on work train service, when laid up away from terminal points, will be paid one day for each day so held; engineers to be notified on Saturday if required the following day. When work trains are required to run to and from work, mileage at freight rates will be allowed, time so occupied not to be included in time paid for at work train rates. Engineers going on work train will be notified 24 hours previously. Suitable sleeping quarters will be furnished engineers, including mattresses and

blankets. Engineers will be allowed time for meals at reasonable hours, and will be given transportation and allowed to go home Sunday on obtaining permission, which will be given when such will not interfere with work or service. Work trains will be manned by the youngest engineer on assigned engine, but the oldest man on freight may have same by applying, if he considers it preference. Engineers will be paid at least one hour a day when tied up away from terminals for repairs to engine. Time ticket to show work performed.

14. Engineers on freight trains will be given reasonable time for meals on advising despatcher in due time. Time occupied to be deducted when computing overtime. Engineers on switch engines working within their yard limits will not be required to remain on duty over six hours without a meal, and if held longer, they will first be allowed thirty minutes off and paid for one hour.

15. Engineers will not be required to leave terminal until they have had at least eight hours' rest. Such rest must be booked on arrival upon advice to despatcher. Trains may be laid up between terminals for engineers to obtain rest after they have been 15 consecutive hours on duty upon advice to train despatcher, but if despatcher will cut out all way work and switching trains may be taken through to terminals, engineer to be judge of his own condition.

16. Engines will be supplied with coal, sand and water by engine house staff at terminals, but engineers will be responsible for seeing engines are supplied. Engines running through terminals where round house staff is employed, whether on round trip or over more than one section, will have coal shovelled ahead and fire and ash pan cleaned by roundhouse staff when necessary.

17. Engineers will report time of fireman with their own, and when time is not allowed as per time slip, the time slip will be returned for correction. Mileage to be computed on actual time card distance. Time of engineer to commence thirty minutes before leaving time specified by time card or call book, but such time to be used in getting engine ready, and will end when engineer registered in shop book.

18. Switch engines will be manned by the oldest engineer, if considered preference by him. In event of reduction of force, engineers will be reduced according to their standing on seniority list, except in case of engineers being incapacitated, so that they could not perform on road service, in which case they will be given preference in yard service. Unless incapacitated, engineers holding switching engines for over one year will lose road rights.

19. Engineers, excepting on construction trains, shall not be required to run tender first during severe or inclement weather, or after dark, except in case of emergency. (Local conditions to be regarded.)

20. Hostlers will do roundhouse and shop switching, and will be allowed reasonable time for meals. Engineers desiring position as hostler will receive preference.

21. Engineers in freight or passenger service will run first in first out of their respective districts. Engineers assigned to regular runs will be entitled to any engine placed on such run. Extra men will run first in first out. When a temporary vacancy occurs for over ten days in freight or passenger service, the oldest extra man will be entitled to it; for a less period, the extra man catching it will retain it until the regular man returns. The oldest available engineer in freight service will fill a temporary vacancy in passenger service.

22. Engineers on regularly assigned runs will not be compelled to run freight when their engine is ordered out for the same, except when the time bill or delayed train makes it necessary to run engine to other end of division to take up opposite regular run, or when no other engine or crew available.

23. Engineers on assigned runs will be called between the hours of 9 p.m. and 8 a.m.

24. Senior rates shall be paid promoted engineers after one year's service; hired engineers after six months' service, if satisfactory.

25. Engineers within one mile of roundhouse will be called (except as provided for in article 23) as nearly as possible two hours before departure of trains, and sign call book, which will show leaving time of train, and will be on duty 45 minutes before departure of train. This time to be used in getting engine ready. Engineers on through regular runs will have engine ready to take out on departure time.

26. The Engineer of any assigned engine held in shop seven days or more for repairs will be entitled to the youngest man's assigned engine on that district until his regularly assigned engine comes out.

27. Passenger engineers delayed two hours or over on their engine at terminals before commencement of trip will be paid for such time at schedule rate, same to be deducted in computing overtime. Passenger engineers detained on their engines at Toronto, Montreal or Quebec over thirty minutes will be paid one mile for every six minutes so held; less than thirty minutes not to be counted.

28. Any engineer assigned to a regular engine will be allowed to re-take such engine if same is not returned to him in four days, provided engine was lost through sickness, booking rest or suspension. No dead head mileage to be paid in either case, and engineer relieving will be returned to home station at once.

29. At stations where no regular force is provided, engineers will be paid five miles for turning and properly housing such locomotives day and night.

30. Engineers in accordance with seniority list will have choice of runs out of home station at change of time card, but in case of change of time card dis-



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continuing their run, engineer so affected will have the choice of any run not occupied by senior men. When vacancy occurs or new runs are created, they shall be advertised, and the senior men applying for same shall be entitled to them.

31. Storm windows shall be kept in front of cab in cold weather. Cabs will be furnished with suitable boxes for storing clothing, and equipped with backboard slide curtain and wide curtains. Engines to be inspected by shop force when covered by snow or frozen up, if booked. Engineers assigned to regular runs will set up wedges on all engines, excepting where booked or where pool is maintained. Hose and brakes to be in working order.

32. Engineers will be paid through freight rates for entire trip when required to handle more than three freight cars on passenger trains, and in the event of freight or Company's material being unloaded off through freight or extra at three or more places on trip, it will constitute a way freight train.

33. Engineers will be paid thirty minutes preparatory time for getting engine ready before going out on run. Yard engineers required to work over eight miles outside of station will be paid at through freight rates.

34. In all difficulties and disputes arising out of any part of this schedule between the officials and any engineer, the engineers' committee shall represent the engineer or engineers, except in the event of an engineer alleging a personal grievance, in which case he may present his case and be assisted therein by any other engineer on same line, if he desires; but the decision arrived at in such case shall not form a precedent, or be binding on the engineer's committee in any proceedings taken by them on the same or any other case.

35. When an engineer is suspended or dismissed, he will be advised of reason for such action, and a full and impartial investigation will be held, and engineer advised of decision within ten days. Engineer will be notified to be present at such investigation, and may be accompanied by another engineer. He will, if desired, be given a carbon copy of report of his signed evidence. Should the investigation prove him blameless, he will be reinstated and paid for time lost, one day for each consecutive 24 hours at through freight minimum engineer's rates. Any appeal from such decision must be made in writing by the engineer through his locomotive foreman, within ten days after he has been advised of such decision. In case of doubt, engineer will not be suspended until his case has first been investigated.

36. Engineers accepting official position in Company's service will retain their rights on the seniority list.

37. When an engineer resigns or is dismissed, he shall be given his pay and given a certificate of service, stating time of service and in what capacity employed, within ten days from date of dismissal or resignation.

38. Engineers will date on seniority list when regularly assigned as such. First trip ticket to be counted after being regularly assigned, at which time they will ascertain their standing thereon and register complaint if any. After three months no complaint will be recognized.

39. In case of a meeting or conference being desired between the officials of the Company and a committee of engineers, a written notice stating the nature of the matter to be considered will be forwarded to the master mechanic, who will, as nearly as possible, fix a date and time at which a conference may be held.

40. No more engineers will be retained in the service than are necessary to handle the business with safety and despatch. Master mechanics to decide after conferring with engineers' committee.

41. Comfortable sleeping houses with wash rooms in connection will be provided at terminals, supplied with mattresses, blankets and pillows, free of charge, which shall be under the control of locomotive foreman.

42. Any complaint made against engineers in work train service will not be sufficient cause for engineer's permanent removal until such complaint has been investigated by a representative of the mechanical department. This is to apply to men loaned temporarily to construction department.

43. Engineers hired hereafter by construction department, if transferred to operating department, will hold date on seniority list from time of such transfer; transfers from operating department to construction department will hold original date on seniority list.

44. Engineers will not be granted leave of absence for a longer period than six months, unless caused by reduction of staff or sickness, without losing seniority rights.

45. Engineers assigned to regular runs and to switching engines will be considered off duty from the time relieved at engine house until required for their regular duties, but when such men are available and are called in cases of emergency, they must turn out promptly. Men may follow assigned engines.

46. All complaints made by engineers against firemen must be made in writing.

47. Above articles and rates will not be varied unless by consent after thirty days' notice.

(Sgd.) R. D. GUNN,  
F. H. RICHARDSON,  
J. HARVEY HALL.

## SCHEDULE "B"

TO THE REPORT HEREWITH ATTACHED—WORKING ARTICLES.

*Emergency*, wherever used in these articles, shall be construed to mean a duty or service necessary to prevent impending serious loss or irreparable damage to person or property; (b) Any special circumstance unexpectedly arising which engineer performing the service and official agree creates an emergency.

1. Road Engineers will be paid for switching at terminal and turnaround points at through freight rates, except on specified runs and as otherwise provided for; time to count from the time the engine is ordered until switching is completed, each six minutes to count one mile, switching tickets to be certified to by agent, conductor or yardmaster.

(b) 100 miles or ten hours to constitute a day; overtime pro rata.

2. Engineers tied up between terminals, whether engine dead or alive, will be paid full time until relieved of duty and supplied with conveyance to terminal, when dead heading mileage only will be paid.

3. An engineer in charge of an engine ordered over any section (not under construction) with which he is not familiar, shall be furnished with a competent pilot, in addition to engine crew.

4. Engineers will not be required to haul any cars when running engine extra, except water car.

(b) Engineers will not be required to let engine in and out of shop track, except when running light.

5. Engineers assigned to snow plow service shall be considered as held for special service, and shall receive one day's pay for the first ten hours of each twenty-four hours so held. If held for less than ten hours, for such service engineers will be paid pro rata per hour. Tenders for all engines handling snow plows are to be covered with tarpaulin, and equipped with slide curtains on back boards.

(b) Except in cases of emergency, engineers pushing snow plows will not be required to haul any cars excepting necessary cars containing coal supply and boarding cars for workmen.

6. Engineers taken off their trains between terminals for work train service, and continuing their original trip afterwards, will be paid at work train rate from the time engine was taken off train until time of continuing trip commences; such time to be deducted when computing overtime.

7. Engineers taking engine out of shop on trial trip will be paid 100 miles for such service, but must leave engine equipped for road service, and will be paid overtime if such time extends over ten hours.

8. Engineers responding to call for train which is afterwards cancelled will be paid twenty-five miles, but in case they are held under orders for a period exceeding two hours and thirty minutes, they will be paid pro rata for the time ordered, and will stand first out, except when 100 miles have been made, when they will stand last out.

9. Engineers will be paid actual mileage for doubling. Engineers will be paid not less than ten miles when ordered to double, or at regular doubling points, but doubling time to be deducted when computing overtime.

10. Engineers on regular runs shall lose no time through being held for special service.

11. Road engineers making less than 100 miles will be paid for 100 miles, but will be liable for further service to the extent of ten consecutive hours, and the rate of one hour for each ten miles.

(b) Road Engineers ordered for yard service only will be paid not less than five hours; over five hours, pro rata. If ordered for more than one day's yard work, switching rates will be paid with a minimum of ten hours per day.

(c) Road Engineers relieving regularly assigned engineers will be paid switching rate.

12. Engineers held away from home stations for engines will be paid ten miles per hour at minimum passenger engineer's rate for the last ten hours, or portion thereof, in every 24 hours so held, less any mileage or time otherwise paid for during said 24 hours.

13. Engineer's time on work trains will count from the time work train was ordered, ten hours or less to constitute one day; overtime pro rata, but will be allowed thirty minutes for getting engine ready. Engineers on work train service, when laid up away from terminal points, will be paid one day for each day so held; engineers to be notified on Saturday if required the following day. When work trains are required to run to and from work, mileage at freight rates will be allowed, time so occupied not to be included in time paid for at work train rates. Engineers going on work train will be notified 24 hours previously. Suitable sleeping quarters will be furnished engineers, including

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mattresses and blankets. Engineers will be allowed time for meals at reasonable hours, and will be given transportation and allowed to go home Sunday on obtaining permission, which will be given when such will not interfere with work or service. Work trains will be manned by the youngest engineer on assigned engine, but the eldest man on freight may have same by applying, if he considers it preference. Engineers will be paid at least one hour a day when tied up away from terminals for repairs to engine. Time ticket to show work performed.

14. Engineers on freight trains will be given reasonable time for meals on advising despatcher in due time. Time occupied to be deducted when computing overtime. Engineers on switch engines working within their yard limits will not be required to remain on duty over six hours without a meal, but if held longer, they will first be allowed thirty minutes off and paid for one hour.

15. Engineers will not be required to leave terminal until they have had at least eight hours' rest. Such rest must be booked on arrival upon advice to despatcher. Trains may be laid up between terminals for engineers to obtain rest after they have been 15 consecutive hours on duty upon advice to train despatcher, but if despatcher will cut out all way work and switching trains may be taken through to terminals, engineer to be judge of his own condition.

16. Engines will be supplied with coal, sand and water by engine house staff at terminals, but engineers will be responsible for seeing engines are supplied. Engines running through terminals where roundhouse staff is employed, whether on round trip or over more than one section, will have coal shovelled ahead and fire and ash pan cleaned by roundhouse staff when necessary.

17. Engineers will report time of firemen with their own and when time is not allowed as per time slip, the time slip will be returned for correction. Mileage to be computed on actual time card distance. Time of engineer to commence thirty minutes before leaving time specified by time card or call book, but such time to be used in getting engine ready, and will end when engineer registered in shop book.

18. Switch engines will be manned by the oldest engineer if considered preference by him. In event of reduction of force, engineers will be reduced according to standing on seniority list, except in case of engineers being incapacitated so that they could not perform on road service, in which case they will be given preference in yard service. Unless incapacitated, engineers holding switching engines for over one year will lose road rights.

19. Engineers, excepting on construction trains, shall not be required to run tender first during severe or inclement weather or after dark, except in case of emergency. (Local conditions to be regarded.)

20. Hostlers will do roundhouse and shop switching, and will be allowed reasonable time for meals. Engineers desiring position as hostler will receive preference.

21. Engineers in freight or passenger service will run first in first out of their respective districts. Engineers assigned to regular runs will be entitled to any engine placed on such run. Extra men will run first in first out. When a temporary vacancy occurs for over ten days in freight or passenger service, the oldest extra man will be entitled to it; for a less period, the extra man catching it will retain it until the regular man returns. The oldest available engineer in freight service will fill a temporary vacancy in passenger service.

22. Engineers on regularly assigned runs will not be compelled to run freight when their engine is ordered out for the same, except when the time bill or delayed train makes it necessary to run engine to other end of division to take up opposite regular run, or when no other engine or crew is available.

23. Engineers on assigned runs will be called between the hours of 9 p.m. and 8 a.m.

24. Senior rates shall be paid promoted engineers after one year's service; hired engineers, after six months' service, if satisfactory.

25. Engineers within one mile of roundhouse will be called (except as provided for in article 23), as nearly as possible two hours before departure of trains, and sign call book, which will show leaving time of train, and will be on duty 45 minutes before departure of train. This time to be used in getting engine ready. Engineers on through regular runs will have engine ready to take out on departure time.

26. The Engineer of any assigned engine held in shop seven days or more for repairs will be entitled to the youngest man's assigned engine on that district until his regularly assigned engine comes out.

27. Passenger engineers delayed two hours or over on their engine at terminals before commencement of trip will be paid for such time at schedule rate, same to be deducted in computing overtime. Passenger engineers detained on their engines at Toronto, Montreal or Quebec over thirty minutes will be paid one mile for every six minutes so held; less than thirty minutes not to be counted.

28. Any engineer assigned to a regular engine will be allowed to re-take such engine if same is not returned to him in four days, provided engine was lost through sickness, booking rest or suspension. No dead head mileage to be paid in either case, and engineer relieving will be returned to home station at once.



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29. At stations where no regular force is provided, engineers will be paid five miles for turning and properly housing such locomotives day and night.

30. Engineers in accordance with seniority list will have choice of runs out of home station at change of time card, but in case of change of time card discontinuing their run, engineer so affected will have the choice of any run not occupied by senior men. When vacancy occurs or new runs are created, they shall be advertised, and the senior men applying for same shall be entitled to them.

31. Storm windows shall be kept in front of cab in cold weather. Cabs will be furnished with suitable boxes for storing clothing, and equipped with backboard slide curtains and wide curtains. Engines to be inspected by shop force when covered by snow or frozen up, if booked. Engineers assigned to regular runs will set up wedges on all engines, excepting where booked or where pool is maintained. Hose and brakes to be in working order.

32. Engineers will be paid through freight rates for entire trip when required to handle more than three freight cars on passenger trains, and in the event of freight or Company's material being unloaded off through freight or extra at three or more places on trip, it will constitute a way freight train.

33. Engineers will be paid thirty minutes preparatory time for getting engine ready before going out on run. Yard engineers required to work over eight miles outside of station will be paid at through freight rates.

34. In all difficulties and disputes arising out of any part of this schedule between the officials and any engineer, the engineers' committee shall represent the engineer or engineers, except in the event of an engineer alleging a personal grievance, in which case he may present his case and be assisted therein by any other engineer on same line, if he desires; but the decision arrived at in such case shall not form a precedent, or be binding on the engineer's committee in any proceedings taken by them on the same or any other case.

35. When an engineer is suspended or dismissed, he will be advised of reason for such action, and a full and impartial investigation will be held, and engineer advised of decision within ten days. Engineer will be notified to be present at such investigation, and may be accompanied by another engineer. He will, if desired, be given a carbon copy of report of his signed evidence. Should the investigation prove him blameless, he will be reinstated and paid for time lost, one day for each consecutive 24 hours at through freight minimum engineer's rates. Any appeal from such decision must be made in writing by the engineer through his locomotive foreman, within ten days after he has been advised of such decision. In case of doubt, engineer will not be suspended until his case has first been investigated.

36. Engineers accepting official position in Company's service will retain their rights on the seniority list.

37. When an engineer resigns or is dismissed, he shall be given his pay and given a certificate of service, stating time of service and in what capacity employed, within ten days from date of dismissal or resignation.

38. Engineers will date on seniority list when regularly assigned as such. First trip ticket to be counted after being regularly assigned, at which time they will ascertain their standing thereon and register complaint if any. After three months no complaint will be recognized.

39. In case of a meeting or conference being desired between the officials of the Company and a committee of engineers, a written notice stating the nature of the matter to be considered will be forwarded to the master mechanic, who will, as nearly as possible, fix a date and time at which a conference may be held.

40. No more engineers will be retained in the service than are necessary to handle the business with safety and despatch. Master mechanics to decide after conferring with engineers' committee.

41. Comfortable sleeping houses with wash rooms in connection will be provided at terminals, supplied with mattresses, blankets and pillows, free of charge, which shall be under the control of locomotive foreman.

42. Any complaint made against engineers in work train service will not be sufficient cause for engineer's permanent removal until such complaint has been investigated by a representative of the mechanical department. This is to apply to men loaned temporarily to construction department.

43. Engineers hired hereafter by construction department, if transferred to operating department, will hold date on seniority list from time of such transfer; transfers from operating department to construction department will hold original date on seniority list.

44. Engineers will not be granted leave of absence for a longer period than six months, unless caused by reduction of staff or sickness, without losing seniority rights.

45. Engineers assigned to regular runs and to switching engines will be considered off duty from the time relieved at engine house until required for their regular duties, but when such men are available and are called in cases of emergency, they must turn out promptly. Men may follow assigned engines.

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46. All complaints made by engineers against firemen must be made in writing.

47. Above articles and rates will not be varied unless by consent after thirty days' notice.

(Sgd.) R. D. GUNN,  
F. H. RICHARDSON,  
J. HARVEY HALL.

## SCHEDULE "C."

## TO THE REPORT—ENGINEER'S RATES OF PAY.

Passenger trains, per 100 miles or per day of 10 hours, overtime pro rata.

	Engineers.	
	Sen.	Jun.
Consolidated engines .....	\$3.40	\$3.10
Mogul, Atlantic, Pacific, 10 wheeler, 110% or over	3.25	2.95
Mogul, Atlantic, Pacific, 10 wheeler, 75 to 110%..	3.15	2.85
All other engines .....	3.15	2.85
Freight, mixed and snow plow trains, per 100 miles, or per day of 10 hrs., overtime pro rata.		
Consolidation engines .....	3.75	3.40
Mogul, Atlantic, Pacific, 10 wheeler, 110% or over	3.60	3.25
Mogul, Atlantic, Pacific, 10 wheeler, 75 to 110%..	3.50	3.15
All other engines .....	3.40	3.05

Way Freight Trains, per 100 miles, or per day of 10 hrs., overtime pro rata.

Consolidation engines .....	4.05	3.70
Mogul, Atlantic, Pacific, 10 wheeler, 110% or over	3.90	3.55
Mogul, Atlantic, Pacific, 10 wheeler, 75 to 110%..	3.80	3.45
All other engines .....	3.75	3.40

Work Trains, per 100 miles or per day of ten hours, overtime pro rata.

Consolidation engines .....	3.45	3.10
Mogul, Atlantic, Pacific, 10 wheeler, 110% or over	3.30	2.95
Mogul, Atlantic, Pacific, 10 wheeler, 75 to 110%..	3.20	2.85
All other engines .....	3.10	2.75

Switching, per day of ten hours or less, \$3.00.

Hostlers, per day of ten hours or less, \$2.40.

Piloting, per 100 miles or ten hours, engineer's rates as per class of engine.

Light running, freight rates.

## SPECIAL SERVICE.

"When engineers are required to dead-head over any portion of the road on orders of their superior officers to take engine or runs, they shall receive one-half schedule rate when dead-heading on passenger, and full rate when dead-heading on freight."

Watching and caring for engine per hour, 30c.

Held for special service, if time lost, 10 hours to be allowed per day of twenty-four hours, 30c.

Attending court at Company's request, if time lost, 10 hours to be allowed per day of twenty-four hours, 30c.

(Sgd.) R. D. GUNN,  
J. H. HALL,  
F. H. RICHARDSON.

XVIII.—APPLICATION FROM EMPLOYEES OF THE QUEBEC HEAT, LIGHT AND POWER COMPANY OF QUEBEC, QUE.—BOARD ESTABLISHED—AGREEMENT CONCLUDED ON ALL POINTS.

Application received—September 3, 1908.

Parties concerned—Quebec Heat, Light and Power Company, Quebec, Que., and its employees.

Applicants—Employees.

Nature of industry concerned—Street railways.

Nature of dispute—Alleged wrongful dismissal of certain employees.

Number of employees affected—Directly 2, indirectly 114.

Date of constitution of Board—

Membership of Board—Mr. W. H. Moore, Toronto, Ont., appointed on the recommendation of the employers; Mr. Omer Brunet, Quebec, Que., appointed on the recommendation of the employees. An agreement was reached on all points before a Chairman for this Board had been appointed.

Report received—October 6, 1908.

Result of inquiry—Agreement concluded on all points; strike averted.

The cause of the dispute in this case was alleged to be the dismissal of Mr. Henry O'Neil from the employment of the Quebec Heat, Light and Power Company for alleged irregularities. It was stated on behalf of Mr. O'Neil that these irregularities had not occurred, and that the real ground of difference between the Company and the men was the position taken on the part of the Company with regard to the Union to which the men belonged, and of which O'Neil was president. It was alleged also that Mr. Arthur Roy, another employee, had been improperly dismissed because of irregularities alleged to have been committed by him as an employee of the Company during the Tercentenary fetes. These irregularities also, it was contended by the employees, had not occurred.

The Minister proceeded with the establishment of a Board, appointing, on the recommendation of the Company, Mr. W. H. Moore, of Toronto, and on the recommendation of the employees, Mr. Omer Brunet, of Quebec. Shortly after the appointment of Messrs. Moore and Brunet, the Department was informed that steps were being taken by these gentlemen looking to a settlement of the matter as between themselves, and that there was every probability of an amicable arrangement between the disputants being reached in this way. Under the circumstances, the Minister refrained for a few days from proceeding with the final constitution of the Board, and on October 6, a joint statement from Messrs. Moore and Brunet was received in the Department, recommending a course suitable for a settlement of the differences. The joint statement recommended the reinstatement of O'Neil on account of his



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general good record, without, however, admitting that the action of the manager of the Company with regard to him had been in any respect improper; and in the case of Roy, found that the matter had never been brought before the superior officers of the Company, or an attempt made to adjust the grievances named on his behalf, and that it did not in consequence appear to be proper to make any finding in his case. The Department transmitted copies of the joint statement to the representatives of the two parties of the dispute, and requested from them respectively a statement as to the attitude of the parties with respect to the acceptance of the same as a basis of settlement. Letters were received from the representatives of each party accepting the terms recommended in the joint statement as a basis of settlement, the letters received being respectively as follows:—

*From the Quebec Railway, Light and Power Company.*

QUEBEC, October 9, 1908.

F. A. ACLAND, ESQ.,

Acting Deputy Minister of Labour, Ottawa.

Dear Sir:

I have to acknowledge the receipt of your letter of the 6th inst., enclosing copy of a joint statement from the members appointed under the Industrial Disputes Investigation Act, 1907, to enquire into certain matters with reference to the dispute between the Company's employees and the Company, and in reply, beg to state that the recommendation and the conclusion arrived at by Messrs. Moore and Brunet are perfectly satisfactory and that the recommendations have been carried out.

I desire to thank you, as well as the Honourable the Minister of Labour, for your kindly consideration in this matter.

Yours truly,

(Signed) EDW. A. EVANS,  
General Manager.

*From the Employees.*

(translation)

QUEBEC, October 9, 1908.

F. A. ACLAND, ESQ.,

Acting Deputy Minister of Labour and Acting Registrar  
of Boards of Conciliation and Investigation, Ottawa, Ont.

Sir:

I have the honour to acknowledge receipt of your letter of the 6th containing the joint report of the members of the Board of Conciliation and Investigation established with reference to the matter of Motormen O'Neill and Roy. The Brotherhood extends its sincere thanks to the Honourable the Minister of Labour for having taken our application into consideration and for having brought the matter to an arrangement so satisfactory. The employees are satisfied with the outcome of the dispute and declare that the joint recommendation contained in the report received are acceptable as a basis of settlement.

I have the honour to be, Sir,

Your obedient servant,

(Signed) T. MERCIER,

*Rec. Sec. Fraternite Nationale No. 1 des Employees de Tramways  
Electriques de Québec.*

## TEXT OF JOINT STATEMENT.

The text of the joint statement received from Messrs. Moore and Brunet was as follows:—

HONOURABLE RODOLPHE LEMIEUX,

Postmaster-General and Minister of Labour,

Ottawa.

Dear Sir,—In the matter of a dispute between the employees of the Quebec Railway, Light and Power Company and the Company which has been referred to us for settlement under the Industrial Disputes Investigation Act, we, Omer Brunet, of the city of Quebec, and W. H. Moore, of the city of Toronto, having been appointed by the employees and the Company respectively to investigate the dispute in question, beg to report as follows:—

In reference to the O'Neil Case:

1. At a meeting held in the Labour Temple in the City of Quebec on the morning of the 3rd of October, we decided to hear in a preliminary way the main facts of the dispute and to attempt if possible to bring about a conciliation of the parties.

2. Pursuant to our decision as to an attempt at conciliation we met at the office of the Company on the afternoon of the 3rd of October to hear statements from Henry O'Neil, Alfred Barret and from Edward A. Evans, General Manager of the Company.

As a result of our enquiries we find,—

1. That the statements of O'Neil and Barret are conflicting.

2. Upon the evidence that was submitted by the Manager of the Company in connection with this matter, that his action was taken solely with the intention of promoting the discipline of the Company, and the best interest of the service to the public.

3. It has been shown to our satisfaction that O'Neill is a capable employee and that his record up to and until the 29th day of June last was good.

4. In view of the good record of O'Neill, while we believe that the public interests demand that the Manager should be free as to whom he hires or dismisses for infraction of the rules, we would submit that in our opinion it would be a fair settlement of the dispute if O'Neill be reinstated in his position as motorman in the service of the Company. Such reinstatement to take place on Monday, the 5th instant.

In the case of Arthur Roy:

We find no evidence that the matter has been brought before the superior officers of the Company or any attempt made to adjust the matter with them. Under these circumstances we feel that we should not make a finding. We are of the opinion that a serious attempt should be made by the employer and employees to exhaust all efforts of settlement before applying for a ruling under the Industrial Disputes Investigation Act. This is exceedingly important in the case of public service corporations in which we realize the discipline of employees must be preserved.

Yours respectfully,

(Signed) OMER BRUNET,

(Signed) W. H. MOORE.

Dated at Quebec, October 3, 1908.

XIX.—APPLICATION FROM EMPLOYEES OF THE GALBRAITH COAL COMPANY, LTD., OF LUNDBRECK, ALTA.—BOARD ESTABLISHED—AGREEMENT CONCLUDED ON ALL POINTS.

Application received—October 19 1908.

Parties concerned—The Galbraith Coal Company, Ltd., Lundbreck, Alta., and its employees.

Applicants—Employees.

Nature of industry concerned—Coal mining.

Nature of dispute—Wages and conditions of labour.

Number of employees affected—30.

Date of constitution of Board—November 25, 1908.

Membership of Board—Charles Simister, Fernie, B.C., appointed on the joint recommendation of the other members of the Board; Mr. F. B. Smith, Edmonton, Alta., appointed on the recommendation of the Company; Mr. J. A. MacDonald, Blairmore, Alta., appointed on the recommendation of the employees.

Report received—December 14, 1908.

Result of inquiry—Agreement concluded on all points; strike averted.

The subjects of dispute in this case were stated in the application to relate to wages and general conditions of labour. The conditions demanded by the parties included the check-off system, the delivery of coal by the Company to employees at \$2.50 per ton of 2,240 lbs., the sale of powder to employees at the same rates as in other mines of the district, that all miners should work as partners, and that none should be permitted to employ labourers; also various changes in the wage schedule formerly in force.

The report of the Board was signed by all three members and in the final paragraph of these findings of this report it was stated that the officials of the Galbraith Coal Company on the one hand, and the officials of the Union of the U.M.W. of A., representing the employees, on the other hand, had expressed their willingness to abide by the recommendations made in this report. The Department was also advised on January 4, 1909, by the Galbraith Coal Company of its willingness to abide by these findings.

The text of the report of the Board is as follows:—

REPORT OF BOARD.

In the matter of the Industrial Disputes Investigation Act, 1907, between the Galbraith Coal Company, Limited, and its employees, members of Local 2275, U.M.W. of A., Blairmore, Alberta.

Lundbreck, Alta., 7th Dec., '08.

Sir,—We, the undersigned members of the Conciliation Board in the matter of the above dispute, have carefully investigated the causes and beg to submit our report.



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Under Clause 23 of the Act, we endeavoured to bring about a settlement. We thoroughly examined the Company's pay-rolls for the past four months and finally came to the conclusion that the whole cause of the trouble was in regard to the amount earned by the miners in room work. From this evidence it was decided to make an examination of the mines, and if possible ascertain the cause of the trouble. This work being concluded, we were of the unanimous opinion that under the present system of working, the price per ton paid in room work was too small; the main reason of this seeming to be a double shift being worked in each room daily and the partners not working in harmony. We (the Board) beg to recommend the following course to be adopted by the Galbraith Coal Company, Limited, and their employees:

1st. All room work only to be worked single shift and where the miner fails to earn the minimum rate of wage, as stipulated in Article 3 in the agreement made between District No. Eighteen, U.M.W. of A., and the Western Coal Operators' Association, as in force at the Breckenridge & Lund Coal Mine immediately adjoining (a copy of which agreement is hereto attached), then Article Three be adhered to.

2nd. The Checkoff system be accepted by the Company as in Article One of the same agreement.

3rd. We also recommend that if the Employees decide to make an agreement with the Company then this will be on the basis of the agreements with neighboring collieries (hereto attached), which agreements end on the 31st of March, 1909.

We have interviewed the representatives of the officials of the U.M.W. of A., District No. 18, and the officials of the Galbraith Coal Company, Limited; from these parties we are assured that they are willing to abide by the recommendations of this Board.

Representative on recommendation of Employees:

(Sgd.) J. A. MACDONALD,

Representative on recommendation of Galbraith Coal Co., Ltd.

(Sgd.) F. B. SMITH,

Chairman of Board:

(Sgd.) CHAS. SIMISTER.

#### ARTICLE OF AGREEMENT.

Attached to the report was a copy bearing the signatures of the three members of the Board of the pamphlet containing the agreements existing between District No. 18, U.M.W. of A., and the Western Coal Operators' Association. Article 3 of the agreement made between the Union named and the Breckenridge and Lund Coal Company, as contained in the said pamphlet, and which constituted a part of the agreement entered into as a settlement of the present dispute was as follows:

"Any miner failing to earn the minimum rate of three dollars (\$3.00) per shift owing to any abnormal conditions of his working place, shall be paid by the Company an amount sufficient to secure him the said minimum, provided he is a capable man and has done a fair day's work."

XX.—APPLICATION FROM EMPLOYEES OF THE JOHN RITCHIE COMPANY, LIMITED, BOOT AND SHOEMAKERS, QUEBEC, QUE.—BOARD ESTABLISHED — AGREEMENT CONCLUDED ON ALL POINTS.

Application received—December 17, 1908.

Parties concerned—The John Ritchie Company, Limited, of Quebec, Que., and certain employees (lasters).

Applicants—Employees and employers.

Nature of industry concerned—Boot and shoe making.

Nature of dispute—Wages and introduction of certain machinery.

Number of employees affected—Direct 27, indirectly 205.

Date of constitution of Board—December 31, 1908.

Membership of Board—Dr. Charles Coté, Quebec, Chairman, appointed on the joint recommendation of the other members of the Board; Mr. Felix Marois, Quebec, appointed on the recommendation of the employer; Mr. Zébedée Bérubé, Quebec, appointed on the recommendation of the employees.

Report received—February 17, 1909.

Result of inquiry—Agreement concluded before the Board on all matters in dispute, effective from February 12, 1909, to May 1, 1910; strike averted.

The cause of dispute in this case was stated to be the introduction of "pulling over" machines, the manner of operating the same and the establishment of a fair scale of wages in connection therewith. The industry in question, the manufacture of boots and shoes, is not one of the public utility class to which the Industrial Disputes Investigation Act primarily applies, and the establishment of a Board of Conciliation and Investigation could only be carried out, therefore, with the joint consent of both parties. On the same day, however, on which the Department received an application on behalf of the employees, signed by the President and Secretary respectively of L'Union Protectrice des Cordonniers Monteurs de Quebec, an application was also received from the John Ritchie Company, with the same object in view.

The two parties, in their statements to the Department, agreed that the employees, who had ceased work for a few days on account of the differences with the firm, had returned to work without change in conditions on the understanding that the dispute would be referred for settlement under the terms of the Industrial Disputes Investigation Act. The firm claimed that the employees had been offered a day wage at the rate of \$12.00 per week, while learning the machines, and that the employees had worked on this basis for a brief period, and had then ceased work, demanding the same scale of wages as they had previously received for hand work, allowing nothing for the upkeep of the machine or the royalty on the same. The officer of the Bureau of Conciliation of the Province of Quebec was instrumental in securing a reference of the dispute by the parties concerned under the terms of the

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Industrial Disputes Investigation Act, as above stated. The Board held various sessions in Quebec and Montreal from January 14 to February 12, making a careful examination of the processes of machinery in use in the different establishments in the two cities. The Department received the report of the Board on February 17, the same consisting of the text of an agreement signed respectively on behalf of the Company and its employees, and by the three members of the Board. Mr. John Ritchie, president of the employing Company, signed for the employer, and Mr. Elzéar Ferland, president of the union comprising the employees, signed for the latter. The effect of the report was to indicate prices to be paid for various classes of labour, the same to remain the standard of wages until May, 1910, when the agreement may be renewed, with the consent of the two parties.

## TEXT OF AGREEMENT.

The following is the text, translated, of the findings of the Board, the same having been rendered to the Department in French:

Quebec, February 12, 1909.

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between the John Ritchie Company and L'Union Protectrice des Cordonniers Monteurs de Québec.

Before the Board of Conciliation and Arbitration established by virtue of the said law by the Honourable the Minister of Labour of Canada, and consisting of Messrs. Felix Marois, Zébedée Bérubé and Charles Eugene Côté, it has been agreed on behalf of the John Ritchie Company, by its president, Mr. John Ritchie, and on behalf of the Union Protectrice des cordonniers monteurs de Québec by Mr. Elzéar Ferland, president of the said Union, and Mr. F. X. Galarneau, secretary, that the said parties shall accept as just and reasonable the prices below mentioned for the work known as lasting, with the assistance of the pulling over machine, of which the different operations described below have been accepted by the two parties, namely, the pulling over, assembling, which consists of putting on two coats of gum, and putting canvas or buckram in toes, and putting two tacks in the heel seat and placing insoles; trimming and beating up toes, and pulling and placing lasts on racks.

These operations concern McKay work. The prices agreed for this work are the following, namely:—

## LASTING.

Nature of Work.	Price per Case.
Men's regular .....	\$1.25
Men's patent .....	1.35
Boys' regular .....	1.20
Boys' patent .....	1.30
Women's work regular .....	1.12
Youth's regular .....	1.12
Women's and youth's patent .....	1.22
Misses' work regular .....	1.07
Misses' work patent .....	1.17
Canvass and felt and cow hide leathers .....	.92



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For work known as Goodyear, the different operations are as follows: The pulling over, assembling, which consists of putting two coats of gum and placing box toes in toes of uppers, and putting two tacks in heel seat, and placing upper on lasts, and pasting counters; pulling up ends of counter and tacking insoles on lasts. These different operations are accepted by both parties. The prices accepted for Goodyear work are as follows:—

Kind of Work.	Price per Case.
Patent work.....	\$1.80
All other work.....	1.70

It is understood that all materials necessary for the workmen shall be brought to them at the place where they work. The above agreement is to remain good until the first of May, 1910, and will then become renewable with the consent of the two parties.

As a mark of their approval of the conditions and agreement above set forth, the two parties have placed their signatures to the same in the presence of the three members of the Board who have signed the document as witnesses.

THE JOHN RITCHIE CO., LIMITED,  
per JOHN RITCHIE,  
*President.*

ELZEAR FERLAND,  
*President.*

F. X. GALARNEAU,  
*Secretary.*

## Witnesses:

FELIX MAROIS,  
Z. BERUBE,  
CHAS. E. COTE, M.D.

XXI.—APPLICATION FROM RAILROAD TELEGRAPHERS EMPLOYED  
ON THE LINES OF THE MICHIGAN CENTRAL RAILROAD IN  
CANADA—BOARD ESTABLISHED—NO CESSATION OF WORK.

Application received—December 29, 1908.

Parties concerned—Great North Western Telegraph Company of Canada, and certain Railroad Telegraphers on the Michigan Central Railroad in Canada.

Applicants—Employees.

Nature of industry concerned—Railways.

Nature of dispute—Abolition by the Great North Western Telegraph Company of Canada of commissions on commercial business on lines of the Michigan Central Railroad system.

Number of employees affected—Directly 25, indirectly 50.

Date of constitution of Board—February 8, 1909.

Membership of Board—His Honour D. McGibbon, County Judge of Peel, Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. J. F. Mackay, Toronto, appointed by the Minister in the absence of any recommendation from the Great North Western Telegraph Company; Mr. J. G. O'Donoghue, Toronto, appointed on the recommendation of the employees.

Report received—March 22, 1909.

Result of inquiry—No cessation of work.

This dispute arose out of the alleged abolition of commissions paid on commercial telegraph business by the Great North Western Telegraph Company to operators along the lines of the Michigan Central Railroad in Canada.

In application of the telegraphers for the appointment of this Board it was stated that a demand was made for the restoration of these commissions at the rates formerly in force, namely, 20 per cent. and 8 per cent. on local and through business respectively, on the ground that the telegraphers are now called upon to perform work, without pay, for which they formerly received commissions as above.

It was also stated by the applicants that efforts had been made from time to time "by the representatives of the telegraphers since these commissions have been abolished, with the management of the Michigan Central Railroad Company and the Great North Western Telegraph Company to have them restored, but the management of the railroad claims to have no responsibility in the matter, and that it lies entirely at the good will of the Great North Western Telegraph Company to pay these commissions or decline to pay them, and that these commissions have not been considered at any time in fixing the salaries of the telegraphers for their services with the railroad company. The Great North Western Telegraph Company declines to restore the commission, and refers the telegraphers to the Michigan Central Railroad

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Company. In the course of correspondence arising out of the application the Michigan Central Railroad Company also disclaimed all responsibility in the matter. It was asserted by the Great North Western Telegraph Company that the telegraphers in question were employed by the Michigan Central Railroad Company, and that in the handling of the business of the Telegraph Company they were subject wholly to the direction of the Railroad Company. For this reason the Telegraph Company declined to nominate any member for the proposed Board of Conciliation and Investigation.

The report as received in the Department was signed by the three members of the Board, and was subsequently accepted by the telegraphers as a basis of settlement. Mr. J. W. McMichael, Vice-President and General Manager of the Great North Western Telegraph Company of Canada, under date of April 16, notified the Department that the Company was unable to accept the findings of the Board. It was understood, however, that no cessation of work had taken place.

## TEXT OF BOARD'S REPORT.

The text of the findings of the Board is as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of differences between the Order of Railroad Telegraphers and the Great North Western Telegraph Company.

Meetings of the Board to investigate the differences were held at Toronto. The telegraphers were represented by Messrs. David Campbell, 3rd Vice-President, Order of Railroad Telegraphers, and J. H. Staley, District Chairman, Order of Railroad Telegraphers; the G.N.W. by Messrs. Perry, Secretary of the Company, and Markey, Solicitor, and the Michigan Central Railway Company by Mr. E. C. Cattnach, Solicitor.

The telegraphers claimed that down to September 12th, 1907, they had been in the receipt of certain commissions from the G.N.W., for work performed for that Company; that at that time the relationship of employer and employee existed between them and the G.N.W. and that section 57 of the above Act required thirty days' notice before such commissions could be altered in any way; that in the absence of such notice the relationship of employer and employee still continued and they were entitled to the commissions from September 12th, 1907, to the present time. The commissions were discontinued by notice dated September 12th, to take effect from September 1st, 1907.

The representatives of the Telegraph Company, on the other hand, argued that by the notice given to the telegraphers on September 12th, 1907, the Company had entirely dispensed with the services of the men, and was therefore, no longer liable for any commissions. They referred the Board to a contract dated 1st June, 1907, by the terms of which they claimed the Michigan Central Railroad Company was obliged to furnish operators to perform the work of the Telegraph Company, and that, if any one was liable to the telegraph operators, it was the Railroad Company.

The amount in dispute would run about \$600.00 to \$700.00 per year. From September, 1907, to November, 1908, the Railroad Company, had apparently, voluntarily paid to the telegraphers 10 per cent. commission on work done for the Telegraph Company.



It was admitted by the representatives of the Telegraph Company that the Company was the employer of the telegraphers down to September 12th, 1907. That being the case, the Board is of opinion that until compliance with section 57 of the Act was had, the relationship of employer and employee continued, and that there has never been any severance of that relationship between the Telegraph Company and its telegraphers, and that the Telegraph Company is, therefore, liable to the telegraphers for the difference between the amount of commissions received upon the 10 per cent. basis from the Railroad Company from September, 1907, to November, 1908, and what should have been received on the old basis and for all the commissions from the latter date to the present time. The opinion of the Board is supported by a provision in the contract of June 1st, 1907, before referred to, where (see page 18 of the contract) the agreement provides as follows:—"The Telegraph Company expressly covenants and agrees that the joint Superintendent and all other persons engaged in the work in this agreement contemplated, whether provided or paid by the Telegraph Company, or the Railroad Company, shall be deemed for the purposes of this contract to be the servants of the Telegraph Company."

The Telegraph Company, therefore, by its own act, continued the relationship of employer and employee with the telegraphers.

While the Board is of opinion that it would be in the best interests of all parties concerned that the Railroad Company should be responsible to the telegraphers for the wages due to the latter (including all kinds of commissions and extra pay), both the Telegraph Company and the telegraphers expressed a preference for the old system, under which the Railroad Company paid telegraphers a regular monthly wage and the Telegraph Company paid commissions on work performed for it.

All attempts at bringing the parties together in some amicable arrangement proved futile by reason of the attitude of the Telegraph Company, which took its stand upon its rights under the contract with the Railroad Company, by which the latter Company, it claimed, was and is obliged to furnish operators for the performance of the Telegraph Company's work.

The result is that the claims of the men are found in their favour.

Inasmuch as the Railway Company has by the contract of June 1st, 1907, deliberately made itself liable to the Telegraph Company to furnish free the services paid for by commission prior to September, 1907, it should be responsible, if any person, from the date of this Report for the amounts formerly received as commissions by the telegraphers.

(Sgd.) D. MCGIBBON,

*Chairman.*

" J. F. MACKAY,

*Appointed to represent the G. N. W.*

(Sgd.) J. G. O'DONOGHUE,

*Appointed to represent the men.*

Toronto, March 19, 1908.

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## XXII.—APPLICATION FROM EMPLOYEES OF THE MANITOBA CARTAGE AND WAREHOUSING COMPANY, LTD., OF WINNIPEG, MAN., BOARD ESTABLISHED—NO CESSATION OF WORK.

Application received—February 10, 1909.

Parties concerned—Manitoba Cartage and Warehousing Company, Ltd., of Winnipeg, Man., and its employees.

Applicants—Employees.

Nature of industry concerned—Transportation.

Nature of dispute—Alleged discharge of Union men.

Number of employees affected—Directly 40, indirectly 260.

Date of constitution of Board—March 2, 1909.

Membership of Board—Rev. Dr. Charles W. Gordon, D.D., Winnipeg, Chairman. Rev. Dr. Gordon was at first appointed as a member of the Board in the absence of any recommendation from the Company; Mr. Thomas J. Murray was appointed a member of the Board on the recommendation of the employees; Professor R. R. Cochrane, Winnipeg, was recommended by the other two members of the Board for appointment as third member, but in accordance with the wishes of the Board, Rev. Dr. Gordon was appointed chairman and Professor Cochrane was deemed to have been appointed on behalf of the Company.

Report received—April 1, 1909.

Result of enquiry—Strike averted.

In the application for the establishment of this Board it was stated that relations between the Manitoba Cartage and Warehousing Company and its employees had been most friendly up to about January 29, 1909, no dispute of any kind existing between them. Some time previous, however, to that date, an organizer of the Teamsters' Union had been in the city and the membership of the Union had been largely increased. The applicants asserted that, apparently, the Manitoba Cartage and Warehousing Company looked with dissatisfaction upon this effort to increase the strength of the Union and commenced about January 29 discharging employees who belonged to the Union, in most cases giving no other reason than "services no longer required; that in some cases the reason had been given that employees were members of the Union and that a statement was made that no member of the Union could work for this Company. Apparently, it was added, the sole object of the employing Company in discharging men was to break the Union, as non-union employees were engaged at once to fill their places. The Manitoba Cartage and Warehousing Company submitted that their industry was not one to which the Industrial Disputes Investigation Act could properly be applied without the joint consent of employers and employees and for this reason declined to

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recommend any one for appointment to the Board. The Minister was of opinion, however, that the industry in question came within the terms of the Act, and proceeded with the constitution of the Board.

The report, which was signed by the three members of the Board, found that this dispute was due partly to mutual misunderstanding and partly to error in tactics, and that there existed at the time of the investigation no real cause of dispute between the Company and its employees. Nevertheless, on account of the peculiar nature of the differences as well as of the unwillingness of the Company to take any part in the proceedings, the task falling upon the Board was one which called for the exercise of patience and tact in a high degree, and it is satisfactory to be able to state that in the end the Company took part in the enquiry and in the examination to a certain extent of some of the witnesses.

As a result of its observations the Board found that the employees of the Manitoba Cartage Company were entirely satisfied with the terms and conditions of their employment, and that the Company was satisfied with the manner in which the employees' work had been performed. Under these circumstances the Board expressed itself as "clearly of the opinion that with these misunderstandings removed there exists no reasonable ground for a continuation of the trouble." A statement was accordingly prepared by the Board of the principles underlying just relations between employer and employed, and this statement, after full consideration, was, the Board says, frankly accepted by the parties concerned. The men, it was added, were willing to return to work, and the expectation of the Board was that harmony would shortly be restored.

In a letter, under date of April 24, the Manitoba Cartage and Warehousing Company, declared itself unable to accept the terms of the award but the Department was given to understand that no cessation of work took place as all of the former employees who desired to remain with the Company had been taken back with one or perhaps two exceptions.

#### TEXT OF REPORT OF BOARD.

The text of the findings of the Board is as follows:—

March 27th, 1909.

TO THE HONOURABLE THE MINISTER OF LABOUR,  
Ottawa, Ontario.

The Board of Conciliation appointed in the matter of the dispute between the Manitoba Cartage Company and its employees, begs to report as follows:—

The Board being duly constituted began its sittings on March 1st, 1909, approached the Manitoba Cartage Company with the request that



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the Company accept the appointment of Professor Cochrane to sit upon the Board in the interests of the Company, in the following terms:—

March 4th, 1909.

JOSEPH LEMON, ESQ.,  
General Manager,  
Manitoba Cartage Co., Ltd.,  
Winnipeg, Man.

My Dear Mr. Lemon:—

You may have noticed that in connection with the difficulty that has arisen between the Manitoba Cartage Company, Ltd., and its employees, the Honourable the Minister of Labour has constituted a Board of Conciliation as provided by the Industrial Disputes Investigation Act. The members of the Board are Mr. T. J. Murray, whose name was suggested by the employees of the Company, Professor Cochrane of the University of Manitoba, appointed by the Department to act upon the Board with special reference to the interests of the Company, and myself as chairman.

The Department has placed in our hands a copy of the application of the employees for the appointment of a Board of Conciliation, containing a statement of the grievances which it is claimed the employees are suffering at the hands of the Company.

A copy of this statement I send you herewith for your perusal. I should be pleased to have your opinion upon this statement, and also to have any observations you consider it proper to make. You will readily understand that it is necessary for the Board to have before it a statement of both sides of the case before any wise action is possible.

The Minister also sent down a copy of the communications that have passed between the Department and yourself in regard to this whole matter. In looking over these communications it has been clear to me that when you declined to suggest a name for the Board of Conciliation you quite misunderstood the line of action proposed by the Department. I noticed you say, for instance,

“I am directed by my Company to reply that having considered the matter, it is decided not to engage in the proposed arbitration proceedings by the appointment of an arbitrator.”  
and also this,

“We do not agree with the step which has been taken and are obliged to state that the Company does not admit the right to proceed to form a Board of Arbitration as proposed.”

Evidently what you declined to do was to submit the question at issue between the employees and the Company, to arbitration. Now I quite agree with you that there are certain questions between employers and employees which cannot properly be submitted to arbitration. But may I venture to point out that this is no Board of Arbitration. I would like you to notice that while in regard to authority for taking evidence, examining witnesses under oath, calling for books, papers, etc., the Board of Conciliation possess equally large powers with those assigned to a Board of Arbitration, these Boards materially differ in two important features.

#### 1. In regard to *Constitution*.

In the Board of Arbitration there are two members, each of whom is a representative of one of the parties to the dispute. In the Board of Conciliation the members are not representatives in this sense at all.

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Further, in the Board of Arbitration each party voluntarily enter into an agreement to arbitrate and chooses its representative. In the Board of Conciliation this agreement is not necessary, the Department may constitute the Board though one party may refuse to co-operate.

2. These Boards differ in regard to *Function*.

In the Board of Arbitration the attention of the Board is concentrated chiefly upon evidence with a view to arriving at an equitable decision and making a fair reward. In the Board of Conciliation the attention is directed to persons with a view to bringing them to such an attitude of mutual understanding and confidence that difficulties may be removed and harmony re-established.

Further, in the Board of Arbitration the award is binding upon the parties. In the Board of Conciliation each party is left free to accept or reject any suggestions the Board may have to offer. A Board of Conciliation may in some cases pave the way for arbitration, or in others, may render arbitration unnecessary.

It is difficult to see how any one can hesitate to avail himself of the services of a Board of Conciliation, for while it is always within a man's right to refuse to arbitrate, it is hardly conceivable that he can rightly decline conciliation.

It is in accord with my interpretation of the spirit of the Act, and in this my colleagues agree, that we should avoid as far as possible formal legal procedure, rule out all appeal to technicalities, etc., and conduct the proceedings of the Board in a friendly, common sense, business like way, keeping steadily in view our main object, the bringing of parties together in such a spirit as shall promote harmonious relations.

I venture to hope, therefore, my dear Mr. Lemon, that with the removal of your misconceptions in regard to the nature and function of the Board of Conciliation, your Company will be glad to avail itself of the good offices of the Board in restoring the harmony and mutual good feeling which I understand has always characterized the relations between your Company and its men.

I do not anticipate any lengthened proceedings, and I am convinced that with the frank and hearty co-operation of both parties, the differences may be composed and all further trouble averted.

Yours very truly,

(Signed) CHARLES W. GORDON,  
*Chairman.*

#### THE COMPANY'S REPLY.

To this the Company answered as follows:—

Winnipeg, Man., March 8th, 1909.

REV. CHARLES W. GORDON, D.D.  
St. Stephen's Church,  
Winnipeg, Man.

My Dear Mr. Gordon:—

I am just in receipt of your letter of the 4th inst., only posted on the 6th inst., relating as to relations between the Manitoba Cartage Co., Ltd., and its employees and the proposed Board of Conciliation.

The difference of terms as to the title of the Board is not in my opinion one which in any way materially affects the nature of the proceedings, whether the Board is called the Board of Conciliation or a Board of Arbitrators.

This Company, I may say for your information and that of the members of your Board, has conducted its business at Winnipeg for twenty-seven years, during which time it has not had any difficulties with its employees, the relations having always been most satisfactory.

The grounds put forward now for invoking the Industrial Disputes Act are such that this Company, after giving the matter careful consideration, thought it was not desirable that it should take part in the proceedings. There were a number of reasons for this. In the first place it is doubtful, we are advised, as to whether the Act applies to such a Company as ours. A number of our men were laid off for what the Company considered was good and sufficient cause, and in the management of its affairs the Company naturally is opposed to having its decision on such a matter made the subject of arbitration or proceeding under the Act.

Acting on the advice of Mr. Murray, Solicitor for the men referred to, it was thought fit by a few of the men to take this matter before a department of the Government, with the view of setting the machinery of the Act in motion as against the Company with the result that your Board has been appointed, the Company declining to take any part in the proceedings, as clearly appears from the correspondence with the Department which has already taken place.

The Company would be willing under other circumstances, to welcome the intervention of such gentlemen as yourself and Prof. Cochrane in any matter which could be referred to for disposition by a Board of Conciliation or Arbitration, but under the circumstances involved in this matter and with the view of continuing to manage the Company's business free from outside dictation or interference, have come to the conclusion that the interests of the Company and its employees can be best served by declining to take part in the proceedings.

Yours truly,

(Signed) J. LEMON.

#### CHAIRMAN'S SECOND LETTER.

To this letter the following reply was sent:—

March 10th, 1909.

J. LEMON,

Manitoba Cartage Company,  
Winnipeg, Man.

My Dear Mr. Lemon:

I beg to acknowledge the courtesy of your letter of March 8th. I regret that you cannot agree with me in regard to the nature and constitution of the Board of Conciliation, but it is not necessary to discuss this further.

I should like to express my gratification at the kindly relations which you say have existed for the past twenty-seven years between the Company and its employees, and it is this fact that gives me every confidence in hoping that those relations may be restored in a short time and without



serious difficulty. I am sorry that your Company continues to decline co-operating with the Board in an attempt to restore harmony.

As to the question of jurisdiction of the Board, that of course is beyond our province to discuss. The Government has established the Board and this is sufficient indication as to its interpretation of the applicability of the Act to your Company, and it would, therefore, be improper for us to even discuss this point. It is simply my duty to inform you that the Board is constituted and is proceeding to discharge its functions.

I notice you say that the Company has a number of reasons for declining to take part in the proceedings. We should be very pleased if you could let us have these reasons.

This evening at eight o'clock in the office of the Master of Chambers in the Court House in this city the Board of Conciliation will meet, and will proceed to investigate the alleged grievances of former employees of your Company. The Board respectfully requests the presence of yourself or of some official of the Company at that meeting. It will be your privilege to cross-examine witnesses and offer any evidence you may desire. We hope that you will see your way to accede to this request, and we beg to assure you that the Board will conduct its proceedings in a spirit of conciliation and thorough sympathy with all the interests involved.

Yours very truly,

(Sgd.) CHARLES W. GORDON,  
Chairman.

The Board thereupon proceeded with its investigation. The representative of the Teamsters' Union and a number of the dismissed employees on the one hand, and the Manager, Cashier and Foreman of the Manitoba Cartage Company on the other, attended the sittings and gave cordial assistance.

After the Board had practically concluded the taking of evidence, the following statement was prepared, setting forth the history of the case and the Board's reflections and suggestions thereanent:

#### STATEMENT.

##### *History of the Question from the side of the Men.*

Fifteen employees of the Manitoba Cartage Company were summarily dismissed from the service of the Company without warning and without cause assigned.

Enquiry at the office by some of the men dismissed elicited no information as to cause of dismissal.

The dismissed employees thereupon met and appointed a delegation to wait upon the Company. This delegation was composed of the Secretary of the Teamsters' Union and the legal adviser of the men. The delegation was referred for answer to the Company's Solicitor, but from him obtained no satisfactory reply.

The dismissal of these men occurred immediately subsequent to the institution of a vigorous attempt to revive the Teamsters' Union, and to recruit members therefor.

The men, considering that they had a grievance in thus being discharged without warning, and without cause assigned, and construing the action of the Company as hostility to the Union and as an indication of its unwillingness to have Union men in its employ, appealed to the Department of Labour for the intervention of a Board of Conciliation.

*History of the Question from the side of the Company.*

For twenty-seven years the Company had conducted its business in such a manner and in such a spirit as to preserve most cordial relations between the Company and its employees, and up till the present there had been no cause of general complaint on the part of the Company and no grievance on the part of the men in regard to hours, wages or conditions of work.

About the 22nd of January, 1909, there was initiated what appeared to the Company an aggressive campaign on behalf of Unionism. As this campaign proceeded, the Company considered that the methods employed were such as to hinder the Company's work, interfere with non-union men and generally to disorganize the discipline of the Company. The Company, therefore, determined to remove the supposed causes of disorder and restore discipline by dismissing those who were considered to be engaged in this campaign for Unionism. The Company was all the more strengthened in this determination by the suspicion that the sudden display of activity in the interests of Unionism was due to the visit of an organizer from the United States.

The Company further determined that its ends would be more fully accomplished if it assigned no cause for dismissal, in the expectation that in a few days the men would apply for reinstatement, and that this would furnish an opportunity for explanation of the cause of dismissal after the men would be restored.

When the deputation arrived from the men, the personnel of this deputation gave rise to the opinion that the Company was being approached by the representatives of the Union, and, therefore, the Company declined to enter into negotiations, but referred the deputation to its solicitor who declined to give any response satisfactory to the men.

## OBSERVATIONS OF THE BOARD.

The Board of Conciliation offer the following observations upon the whole case:

1. The Board is gratified to find that during the whole course of the Company's existence there seems to have been nothing but the friendliest relations existing between the Company and its men, and up to this present trouble there has prevailed a feeling of mutual confidence and good will.

2. The Board is even more pleased to discover that even since the trouble has arisen there has been imported into the dispute no feeling of bitterness and no disposition to seek revenge. This has made the work of the Board much easier and and much more pleasant than it otherwise would have been and has rendered it possible for the two parties to come together again.

3. The Board is especially gratified that the Company and the men have, with the utmost courtesy and cordiality, co-operated in the effort to restore harmony.

4. The Board firmly believes that the trouble would have been averted, but for errors in judgment somewhat serious but entirely explicable on the part of both the Company and the employees.

1. On the part of the men.

- (a) The Board is of opinion that in their enthusiastic determination to advance the interests of the Union and to secure recruits, the employees allowed themselves to encroach more than they imagined upon the rights of the Company in regard to the time, the place and the methods of the propaganda. The Board feels, and in this Union cordially agrees, that employees

cannot too carefully regard as sacred to the interests of the Company every moment of working hours and every part of the organized system under which the Company's business is operated.

(b) While in seeking redress of grievances the employees had a perfect right to invoke the aid of their Union, it would have been wiser if as a first move the Committee appointed to wait upon the Company should have been composed of dismissed employees. The Board is of opinion that when employees feel themselves aggrieved, the first move toward redress should be made by the men affected as a body of employees rather than as an organized Union, and that the Union should formally appear only when this first step is fruitless. In the present instance, while the Committee sent to interview the Company represented the employees and not the Union, the complexion of the Committee was such as might very properly give the Company the impression that it was being approached by the Union and not by their discharged employees.

2. On the part of the Company.

(a) The Board is of opinion that the Company overestimated the seriousness of the campaign carried on among their employees on behalf of Unionism, and though to the Company there seemed to be an objectionable aggressiveness on the part of some of their employees, it would have been wiser to have allowed this to pass either unnoticed or with a warning that the Company's business or the Company's men must in no way be interfered with.

(b) The plan of discipline adopted by the Company miscarried in one important particular, viz., the intention of the Company to explain the cause of dismissal, and the further intention to reinstate after the ends of discipline had been served, was frustrated by the trend of events, the policy adopted by the employees not giving the Company the opportunity desired to carry out its purpose. But for this unfortunate miscarriage, the trouble might have been avoided. It would have been wiser if the Company had intimated clearly that it had no hostility to Unionism, but that it was determined to insist that Unionism should not interfere with the efficiency of its service.

CONCLUSIONS OF THE BOARD.

As a result of these observations and of the evidence obtained during the investigation, the following facts appear to have emerged:

1. There exists at present moment no real cause of dispute between the Company and its employees. The employees are entirely satisfied with the terms and conditions of their employment, and the Company is satisfied with the manner in which the employees do their work.

2. There is a most gratifying absence of any spirit of hostility between the two parties.

3. The trouble that has arisen has been due partly to mutual misunderstanding and partly to errors in tactics. The Board is clearly of the opinion that with these misunderstandings removed there exists no reasonable ground for a continuation of the trouble, and that each of the parties, without the slightest surrender of principle and without even the appearance of surrender of position assumed, might and should enter at once into the former friendly relations.



## SUGGESTED BASIS OF AGREEMENT.

The Board, therefore, venture to suggest that the following might be accepted as by both parties as a basis of agreement:

"That there should be a clear understanding and a frank reinstatement of certain principles that underlie all just and right relations between employer and employees, viz.: on the one hand that the employer shall fully recognize the right of employees to membership in any organization they may choose; that no employee should be discriminated against on the ground of Unionism. Further, that every employee considering himself aggrieved in being dismissed, has a right to information as to the cause, and has a right to be heard either personally or through a committee in his own behalf.

On the other hand, that while employees have perfect liberty in regard to membership in the Union and in regard to promoting the interests of the Union, they have absolutely no right to use the employer's time, property or organization for the propagating of the principles of Unionism or for the securing of recruits or for any other purpose than that for which they are paid, the promoting of the business of their employer.

That while the Union must be accorded full rights to promote the welfare of its members and to guard their interests in every legitimate way, it has no right to demand that an employer shall use his influence in any way to promote the cause of Unionism, or to coerce any man into joining the Union.

The frank and full acceptance of these principles would, in the judgment of the Board, form a fair and just basis upon which the parties might come together and harmony be restored."

This statement the employees and the Company, after full consideration very frankly accepted.

After the conclusion of the investigation the Board was able to arrange that a deputation of the men dismissed should wait upon the Company to ask reinstatement. To this request the Company up to the present time has not acceded, assuming the attitude to which it has consistently adhered throughout, viz.: that while willing to assist the labours of the Board in every possible way, it must decline either to be a consenting party to its proceedings or to accept its suggestions and stating that it would be more satisfactory to the Company that the Board should finish its work and present its report, and leave the Company free to act in the manner that seemed best. This the Board decided to do, but in presenting this report to the Honourable the Minister of Labour, the Board ventures to hope that, misunderstandings have been removed and the Company and its employees having been brought together in a kindly way during these proceedings, they may now be expected to compose their differences.

All of which is respectfully submitted,

(Sdg.) CHARLES W. GORDON,  
Chairman.

" R. R. COCHRANE,  
" THOS. J. MURRAY,  
Secretary.

APPLICATIONS WHERE PROCEEDINGS WERE UNFINISHED AT  
THE CLOSE OF THE FINANCIAL YEAR.

In addition to the applications received and disposed of prior to the close of the financial year, the following applications had been received concerning which proceedings were still pending on March 31, 1909:—

1. An application on behalf of railroad telegraphers, employees of the Kingston and Pembroke Railway Company, the number of employees concerned being estimated at 19 directly and 1,600 indirectly.

2. An application on behalf of the employees of the Dominion Coal Company, Glace Bay, C.B., the number of employees concerned being estimated at 3,000.

3. An application on behalf of the employees of the Nicola Valley Coal Company, Middlesboro, B.C., the number of employees concerned being estimated at 150.

## LEGAL DECISIONS.

Three prosecutions for alleged infringement of the terms of the Industrial Disputes Investigation Act, 1907, were reported to the Department during the year. Under Clause 67 of the Act, in cases of prosecutions, whether a conviction is or is not obtained, it is the declared duty of the clerk of the Court before which any prosecution takes place to briefly report the particulars of such prosecution to the Registrar of Boards of Conciliation and Investigation within thirty days after it has been determined. The various cases reported to the Department were as follows:—

## I.—PROSECUTION AT MICHEL, B.C.—QUESTION OF JURISDICTION TO IMPOSE PENALTIES.

A decision Act given at Michel, B.C., during the month of May, as the outcome of some industrial disturbances in the collieries of the Crow's Nest Pass Coal Company. Information was laid on behalf of the Company against James Douglas, Charles Gardner and William Whitehouse, charging them with violation of the Industrial Disputes Investigation Act by inciting and encouraging to strike. The cases were tried before Mr. J. H. McMullen, stipendiary magistrate in and for the county of Kootenay, B.C., on May 21, and on May 23, a decision was rendered by Mr. McMullen to the effect that his court had no jurisdiction in the case. The text of the decision is as follows:—

## TEXT OF DECISION.

James Darbyshire, Informant.

James Douglas *et al*, Accused.

Before coming to any consideration upon the evidence adduced in support of the information it is necessary to decide the validity of the point raised by the defence agent against my jurisdiction to hear and determine the case.

The principal objection raised by Mr. MacDonald is that this is not the tribunal contemplated by the Act, for the purpose of hearing and determining an information laid under Section 60 of the said Act, which reads as follows:

60. "Any person who incites, encourages, or aids in any manner an employee to declare or continue a lockout, or any employee to go or continue on strike contrary to the provisions of this Act, shall be guilty of an offence and liable to a fine of not less than fifty dollars nor more than a thousand dollars."

As it is necessary to refer to Section 61,, I give the text of it, which is as follows:

61. "The procedure for enforcing penalties imposed or authorized to be imposed by this Act shall be that prescribed by Part XV of the Criminal Code, relating to Summary Convictions."



It is stated in Paley on convictions that the examination and punishment of offences in a summary manner by Justices of the Peace . . . are founded entirely upon a special authority conferred and regulated by Statute, and I can find no legislation in Canada which raises this general principle of law; on the contrary, the following comments on the same question are found in Seagers' Magistrates' Manual:

"Jurisdiction is the authority which an official has by law to hear and determine and do justice between the parties in a cause or matter brought before him. It is never presumed, but must appear affirmatively in some authorizing Statute, otherwise his proceedings are absolutely void. No power or right to hear and determine a cause can be given otherwise than by some jurisdiction conferred by and emanating from sovereign authority."

It is further argued that such an information is not triable under Part XV of the Criminal Code relating to Summary Convictions and that the said Part XV does not apply to the Industrial Disputes Investigation Act except in so far as the same is especially made to do so by the provisions of Section 61, which particularly states that all the proceedings subsequent to conviction shall be governed by the provisions of Part XV of the Code. I am of the opinion that Parliament purposely excluded the operation of all the Sections of Part XV save those mentioned in Sec. 61 so that the penal clauses should be administered either by the Minister of Labour, to whom is given by virtue of Sec. 3, the general administration of the Act, or by a Board of Investigation and Conciliation created by the Act. In any event if Parliament intended that all the provisions of Part XV of the Criminal Code should apply to the Act in question it is natural to suppose that they would have so stated, instead of directing that only a portion of said provisions should apply.

My opinion is strengthened by the fact that I have read a number of the acts of a quasi criminal nature passed during the same session as that in which the Act in question was passed, as well as Acts of a similar character contained in the revised Statutes of Canada such as the Electricity Inspection Act, the Meat and Canned Foods Act, Canada Temperance Act and the Lord's Day Act, and in all cases I find that the penal clauses contain the words "on Summary Conviction" which words are lacking in Sec. 60 of this Act.

For these reasons I am of the opinion that it was not intended that offences against the said Act should be tried under Part XV of the Criminal Code and I decide accordingly. Unless I have jurisdiction under said Part XV of the Criminal Code I am of the opinion that the Act contains no other provisions whereby the information can be heard and determined by me and I decide accordingly.

The Counsel for the defence has raised a number of other objections to the proceedings before me, and if an appeal should be taken from my findings on the main question of law involved and these findings be reversed by the Appellate Court, I think that I should also dispose of the other matters so that all the important questions of law may be decided at one time by such Appellate Court.

I, therefore, find that all the remaining objections raised by the Counsel for the defence are not well taken, with the exception of that demurs which to the information on the ground that it includes more than one offence. I find that

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this objection is well founded as the informations charge that the accused "did incite or encourage," etc., each of which in my opinion constitutes a separate offence.

J. H. McMULLIN,  
*Stipendiary Magistrate in and for  
the County of Kootenay.*

II.—JUDGMENT IN SUPREME COURT OF ALBERTA ARISING OUT OF CHARGE OF BREACH  
OF AGREEMENT EFFECTED UNDER ACT.

A decision of considerable interest, arising out of alleged violation by the Strathecona Coal Company, Ltd., of Strathecona, of the findings of a Board of Conciliation and Investigation relating to a dispute between this Company and certain of its employees, was rendered by Hon. Mr. Justice Stuart, in the Supreme Court of Alberta, on June 24 and 25, 1908.

On November 13, 1907, a Board of Conciliation and Investigation was established to adjust differences between the Strathecona Coal Company, Ltd., of Strathecona, Alta., and certain of its employees. The Board consisted of Mr. Geo. S. Montgomery, Chairman; Mr. F. L. Otter, recommended by the Company, and Mr. F. H. Sherman, recommended by the employees. The number of men affected by the dispute was estimated at 40. The differences referred for investigation involved a change in the hours of labour, the men asking an eight-hour day from bank to bank; a change in the method of paying wages, the men asking weekly pay in legal tender; recognition of the United Mine Workers of America, and various changes in conditions of work in and around the mine. The Board was fully constituted on December 2, and met at Edmonton during the month. On December 28, the Department received a report from the Board showing that an agreement had been reached on all points in dispute, effective from December 23, 1907, until March 31, 1909. The agreement involved an 8-hour working day at face or place of working; semi-monthly payment of wages by cheque; supply of screened coal by the Company to its workmen at \$3.25 per ton within Strathecona city limits; and full recognition of the United Mine Workers of America, with the adoption of the check-off system, and an arrangement for the settlement of local or general disputes. The agreement included also various provisions as to conditions of work. The final clause of the agreement read as follows:—

"This contract goes into effect on Monday, 23 December, 1907, and continues until March 31, 1909, provided if the Strathecona Coal Company, Limited, sell the mine, this contract will cease and terminate."

The agreement was signed by the three members of the Board and by W. E. Ross, Managing Director, for the Company, and by John R. Galvin for the employees.

In a covering letter to the Minister, accompanying the report of the Board, and dated December 23, the chairman of the Board, Mr. Geo. S. Montgomery, stated:—

"Whilst the Board was not called upon to investigate fully the matters between these parties, there is no question but that the mere fact of the Board

having been appointed by the Government, and being in session, had the effect of bringing about a reconciliation and a compromise between these parties. It is the unanimous opinion of the Board that the law is successful."

Subsequently an action was brought on behalf of the employees charging the Company with a breach of the agreement in various respects. The case was argued before the Hon. Mr. Justice Stuart, in the Supreme Court of Alberta, on June 24 and 25, Mr. H. A. Mackie appearing as counsel for plaintiffs and Mr. J. R. Lavell representing the defendant Company.

Judge Stuart delivered oral judgment in the case, the complete text of the same as furnished to the Department by the Clerk of the Supreme Court, Edmonton Judicial District, being as follows:—

I had thought at one time of reserving my judgment in this case for the purpose of giving carefully and in extenso my reasons for the judgment that I should give, because it is a matter, I have no doubt, of very great interest to a great many people in the community, and the action has been brought really, I presume, because it is of such general interest, but I do not see that any advantage can be gained by reserving that decision for the reason that my views in the matter as to the rights of the parties are quite clear, and I think I can give my reasons for the judgment I am about to give as well now as at any later time.

I may say, in the first place, that my only reason for not dismissing the United Mine Workers of America, District No. 18, from the case and from the record at the very opening of the trial, and my reason also possibly for not dismissing the action as a whole at the opening of the trial for the reasons I am going to give for dismissing it now, was because I did not want to leave the impression upon these plaintiffs, who are labouring men and members of the Trades Union, that their case was being treated unceremoniously or with contempt, and for that reason I have listened, I think, with some patience, not only to the evidence, but to the argument that has been advanced upon their behalf.

There can be no doubt in the world, as Mr. Mackie admitted at the close of his argument, that the United Mine Workers of America, District No. 18, can have no status in any court as parties plaintiff or as parties to the action at all. It is not alleged in the statement of claim that they are a body corporate, and they are not proven a body corporate. The only persons that have a right to sue in court are individuals or bodies corporate who are given that right by statute. There is the exceptional case, of course, of Trades Unions registered under the Trades Union Act. If the United Mine Workers of America, District No. 18, had been registered under The Trades Union Act, they would, according to the decision in the Taff Railway case, no doubt, have been entitled to be sued, and I think corollatively to sue in court. But it is admitted that they are not registered; therefore, they are a nondescript body as far as this court is concerned, and certainly their claim, as far as this court is concerned, must be dismissed. It is true Mr. Mackie referred me to certain cases in British Columbia in which actions seem to have been brought against the Western Federation of Miners, or certain Unions of that organization, but it does not appear from the records whether or not they were registered under the Trades Union Act, and I am inclined to think from reading the reports that they were simply, after all, only representative actions, because a large number of individual defendants were



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joined as well as the Federation of Miners, and I do not think that those cases furnish any authority for saying that the United Mine Workers of America, District No. 18, can bring any action, or that they have any status in court. For that reason, in respect to them the action will be dismissed with costs, if you can get them out of that organization.

Now, with respect to the individual plaintiffs, the position is a bit more serious, and there is something more to be said on their behalf. I notice, however, that the statement of claim is very peculiarly drawn. It alleges that The United Mine Workers of America, District No. 18, are a labour organization and that the other plaintiffs are coal miners, and that they made and executed the hereinafter mentioned agreement, and that up to the 27th day of February, 1908, were employees of the defendant Company and were members of District No. 18 of the United Mine Workers of America. It alleges that in pursuance of "An Act Respecting Conciliation and Labour," being chapter 96 of the Revised Statutes of Canada, 1906, certain differences between the plaintiffs and the defendant were referred to a Board of Conciliation. I am inclined to think that that allegation is made under a misapprehension, and that the reference was really made to the Act with respect to Industrial Disputes of 1907. Then it goes on to allege, as a result of that reference, that the plaintiffs and defendant entered into and executed a certain agreement which is set forth and which I need not read. The agreement, however, purports to be between the defendant Company and the employees of the Company represented by the United Mine Workers of America, District No. 18, and is really an agreement setting forth certain conditions and certain terms to which the employees of the Company and the Company itself agrees to be bound, terms with relation to the rate of payment for mining coal, and particularly the terms in article No. 5, that the Company agreed to attend to timber, water and track. Then the statement of claim says that in contravention and violation of this agreement the defendant Company did not pay the plaintiff coal miners who were working in the defendant's mine semi-monthly, which was one of the terms of the agreement, but allowed periods of five weeks to elapse without paying them; that on the 6th day of February, the defendant Company reduced the rate of payment to the plaintiff coal miners from 33 1-3 cents per car, which was the rate stipulated in the agreement, to 28 cents per car, and that the defendant Company refused to pay certain other rates of wages in respect of turning and opening rooms, etc., that the defendant Company, without any just cause or reason, and in contravention and violation of the agreement, particularly of the second paragraph thereof, discharged certain of their employees, three of the plaintiffs; and it goes on to allege that on the 25th of February, 1908, three of the plaintiffs who composed the pit committee referred to in the agreement, and the discharged plaintiffs, met the pit boss, and treating him as the agent I presume, of the defendant Company, requested reinstatement for those who were discharged, and that reinstatement was refused; that the defendant Company laid off certain of the plaintiff miners, in contravention of the agreement; that during the employment of the plaintiff coal miners, the defendant Company, in violation of the agreement, failed to keep the track in proper repair, condition and order; failed to drain the mine in proper manner, and that by reason of this failure, the plaintiff coal miners were prevented

from doing as much work and earning as much money as they otherwise could and would have done. The statement of claim further alleges that the defendant Company failed to properly and adequately timber its mine, so that the plaintiff coal miners had and were compelled to timber their own workings in the mine; that on account of that, the plaintiff coal miners were occasioned great loss of time; and it is alleged further that in consequence of these breaches by the defendant of this agreement, the plaintiffs, not saying who particularly, but the plaintiffs generally, have suffered damages thereby; and there is the claim for \$90 damages per day since the 27th of February, 1908, until the date of judgment; another claim for reinstatement of the coal miners in the defendants' mine, and another claim in the alternative for damages for \$90 a day during the term of the agreement; and there is another claim for additional damages for \$978 on account of the failure, apparently, to keep the track and mine in proper condition and to supply timber. That is the substance of the statement of claim. I fail to see how, as that statement of claim is drawn, it can be said to set forth the cause of action in any one of these individual cases. It is not alleged that these individual plaintiffs entered into a contract to mine coal for the defendant Company, except by a very remote inference, from the words that are used, and before even I could give judgment for the individual plaintiffs, it seems to me that the statement of claim would have to be completely revised so as to contain allegations that the plaintiff, John Ordza, and the other plaintiffs, separately and individually, entered into a contract with the defendant Company to mine coal in their mine, and that on or about the 23rd day of December, 1907, the defendant Company agreed that with respect to these separate contracts made by these individual men, certain conditions and terms should apply by virtue of this agreement which is pleaded here, and that the agreement was made on behalf of each of the individual plaintiffs through persons who were their agents, viz., the persons signing it, Mr. Sherman and Mr. Galvin, and the other persons whose signatures appear. And the revised statement of claim that I have suggested would have to go on and say that those individual contracts were broken by the defendant Company in the way, no doubt, that is set forth in paragraph 9 and 10 of the statement of claim as it stands, which deal particularly with the condition of the mine and the supply of timber. But I fail to see how I could give judgment on such a statement of claim as that, unless an amendment were made along the lines I suggest. The rights of all these eighteen individual men have been placed in this record in one general statement, as if they were a corporation themselves, or perhaps as if they were partners themselves, but they are neither a corporation nor partners. Each individual man, when he went into the employment of that Company, made a separate contract of his own with that Company to mine coal for them, and for breaches thereof, if there were breaches proven, there is no doubt in the world that these men would have been entitled to sue for damages and to recover them if the evidence justified the recovery.

But even assuming that such a revision of the statement of claim were made so as to contain separate allegations in respect of each of the eighteen individual plaintiffs, there is still a question which has been raised by the defendant as to the right of eighteen individual plaintiffs to sue in one action

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for the breach of eighteen separate contracts. It is quite impossible, in my view of the case, for the plaintiffs to succeed in their contention that there was one individual contract. The contract is expressed as being made between the defendant Company and the employees of the company as represented by The United Mine Workers of America, District No. 18. The particular employees are not mentioned in it; the particular plaintiffs who sue here are not mentioned in it, and it seems to me that it is quite impossible for the plaintiffs to succeed in their contention that this was one contract, a joint contract, because these eighteen plaintiffs never did jointly agree to anything with the defendant Company. They did not go in as partners or as joint contractors in any way to mine coal for the Company. They went into the employ of the defendant Company at different times. They each, when they went into the employ of the Company, made a separate contract with that Company to mine coal for them, and I do not think that those separate contracts could possibly be considered as turned into a joint contract by what happened on the 23rd day of December, 1907, that is, by this agreement that has been set forth here. The very best that can be taken out of it even for the plaintiffs is this, that on that date certain persons representing them agreed for each of the eighteen individuals that the terms and conditions set forth in this paper should govern the contract which these eighteen individual men made and entered into with the defendant Company for mining coal.

That being so, there being eighteen distinct individual contracts, the results follow that for a breach of each of those eighteen individual contracts there would be a separate and distinct right of action in the eighteen individual plaintiffs. Now, assuming that the revision of the statement of claim were made that I have suggested, we would still be face to face with the question whether these plaintiffs had any right to join in such an action as this. I have not anything to do with the policy of the law, whether the law is good law or bad law. I have simply to deal with this case under the law as it stands, and as I conceive it to be. Under the rules of practice, rule 26, the law is that a number of plaintiffs may join in the same action. But I am face to face with the interpretation of that rule which was made in the House of Lords in the case *Smurthwaite vs. Hannay*, which decides that that applies simply to a joinder of plaintiffs, and not to a joinder of different rights of action. There is no doubt that there are eighteen distinct rights of action in these eighteen different plaintiffs, and that the decision in *Smurthwaite vs. Hannay* is exactly in point, and the result of it is that those eighteen rights of action cannot be joined in one case. The defendants raised this objection, and I think that they were entitled to raise it even as late as they did, in view of the way that the action is brought, not merely throwing in The United Mine Workers of America, District No. 18, who had no status at all, but by attempting to treat the whole affair as if it were one agreement and one right of action. So that I am bound to say, even aside from the merits of the case, I do feel very much disposed, and I do intend, to decide this case on this ground of the misjoinder of so many actions in one case. It is true that it might have been inconvenient for each of these eighteen individual persons to have brought their action separately. It is true that if they had done so, an application might have been made for consolidating the actions,



and if that had been done, I presume we would have had a proper statement of claim with respect to each man's action, and we would have known what it was he claimed individually; but in view, as I say, of the way the whole thing has been thrown together, I do not think that I am treating the plaintiffs unfairly at all in insisting upon this point and giving judgment following *Smurthwaite vs. Hannay*. Indeed I do not think I have any power to do otherwise than I am doing when Mr. Lavell, for the defendant, raised the point. The law is there, and I have to administer it as it is. He raised the objection, and it is clearly by the House of Lords a good objection and I am bound to follow it.

I would like to say this, however, for the benefit of the plaintiffs, that this does not mean that they are to be forever pestered by this law, even if it is a bad one. The English rules have been changed, and if we had had the new English rule, which says: "All persons may be joined in one action as plaintiffs, in whom any right to relief in respect of or arising out of the same transaction or series of transactions, is alleged to exist, whether jointly, severally, or in the alternative, where if such persons brought separate actions any common question of law or fact would arise; provided that, if upon the application of any defendant it shall appear that such joinder may embarrass or delay the trial of the action, the court or a judge may order separate trials, or make such other order as may be expedient, and judgment may be given for such one or more of the plaintiffs as may be found to be entitled to, without any amendment." Then the objection that the defendant raised could not have been raised, and the plaintiffs would not have been met, at any rate, by the case of *Smurthwaite vs. Hannay*, upon which I am resting my present decision. There is a possibility that these rules may be revised and made more conformable to the present English practice, so that it is not a permanent condition of affairs by any means.

But to go to the merits of the case, supposing I had overlooked this objection and had agreed that these actions might have been brought jointly, or supposing I had had one of these individual plaintiffs here in an action alone, I should come to the conclusion that even then none of these individual plaintiffs could have succeeded. The plaintiffs will, therefore, have the satisfaction of knowing that I am giving judgment upon the merits of the case, as well as upon what they may think is a technicality. Even if I had been dealing, I say, with an individual action of one of these plaintiffs for damages for a breach of the contract that they entered into with the defendant Company to mine coal, I do not see how they could succeed. Their contract was to mine coal in that mine at so much per car, and assuming that this agreement of the 23rd of December, 1907, was applicable to that contract which I speak of, and I think perhaps Mr. Mackie is right in saying that I should think it was applicable, and that the agency was thoroughly established by means of which it was made applicable—what is it that the defendant Company agreed to do? All that is stated in that contract is that the Company attends to timber, water and track. Now that is very, very vague, extremely vague. It seems to me that if the plaintiffs, or the individual plaintiff which I am now speaking of, had desired to insist that this Company should make their mine a perfect working machine, to work like clockwork, so that they individually, as part of that machine, should not be delayed for a moment or to the slightest degree in carrying out their contract,

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if they had wanted to insist that this Company must have timber there on the spot ready for them at every moment, so that there would be no delay, they should have seen that such a stringent stipulation was inserted in the agreement itself. I have to interpret the agreement as it stands, and I have to interpret it in a reasonable way, and my opinion is that the only fair interpretation of that clause is this, that the Company agrees to keep this mine supplied in a reasonable manner with the necessary timber, to put in the necessary timber with reasonable promptness, not with absolute promptness to the very moment, but simply with reasonable promptness; with respect to water, they agree to keep that mine reasonably clear from water, not to keep it perfectly dry, but to keep it reasonably clear from water, so that there will be no unreasonable interference with those men in the pursuance of their contract. The same applies to the stipulation in regard to the track; they have to keep, I should say, the track in reasonably fair condition.

Now, what are the facts? I am bound to say that I find it impossible from the evidence to find that the track was not kept in a reasonably fair condition. At any rate, it was kept in such condition that some of these men were able to earn five or six dollars a day at times, and some of them said they earned on an average of \$4.50 a day. With respect to water, taking the evidence of Landles, the pit boss, and balancing it with the evidence of the plaintiffs, I confess that I am unable to come to the conclusion that the plaintiffs have proven, as the burden was upon them to prove, that the water was not removed with reasonable promptness.

There may have been some wet there; no doubt there was, but I do not think that the plaintiffs, or the individual plaintiff of whom I am hypothetically speaking, has satisfied the burden that is on him of proving that there was any unreasonable condition. The same applies to the timber. There was delay, no doubt, but I confess I do not think they are entitled to come in and demand as their right that that mine should work as a piece of perfect machinery, and that there should be no delay whatever in putting up the timber. As I have already said, if they wanted to put such a stringent burden on the defendant Company, they should have put it upon them by express words. They did not do that, and I find the fact that timber was attended to with reasonable promptness. It is true some of the plaintiffs say that they did attend to the timber themselves, but I am not convinced that they would have been doing anything else in the meantime.

I want to make this observation, however, that something was said during the course of the trial about the amount these men were earning. These men were on contract, and they had a perfect right to earn just as many dollars a day as they could. They had a perfect right to make ten dollars if they could out of their contract if they wanted to, and there should be nothing inferred against them because they made a great deal. They have just as much right to make a good thing out of their contract as a railway contractor has to make out of a contract building a railway. But the fact still remains that they did make what was apparently a pretty fair wage; and the fact remains that the condition of the mine, as I find it to have been, was not an unreasonable one, and that the delay in supplying timber was not an unreasonable delay. That

is all, I think, that the plaintiffs could ask. Perhaps I am repeating it too much, but I insist upon it that they have no right to ask that the whole affair would work so perfectly, at any rate, under the agreement as it now stands. So that even on the merits, if any individual action may have been brought, I am of the opinion that the plaintiff would not succeed in establishing what he should establish in order to recover damages.

Just let me refer for a moment—it is scarcely necessary in view of so much being said—to what is popularly called The Lemieux Act. In my view, that Act which is technically called The Industrial Disputes Investigation Act of 1907, has absolutely not a single thing to do with this case. That Act was passed for the purpose of preventing industrial disputes and for preventing strikes and lockouts, and all it did was to provide for the establishment of a Board of Conciliation and to insist that before a party to a dispute should take any action which interrupts trade, which would lead to the interruption of commerce, either by a strike or by a lockout, he must refer his case to a Conciliation Board; and if he does not do so, it provides he may be fined. It simply enforces the parties to such a dispute to go before a Conciliation Board and see if the matter cannot be arranged. It had no intention beyond that at all. There is not a single thing in the Act which would give this agreement which is alleged here any higher efficacy or authority than it would have had had it been entered into quite apart from a meeting of any Conciliation Board. Mr. Mackie referred to section 62, but I can find nothing in that section which would make this agreement any more binding than it would have been otherwise. In fact, I rather think that the Act is just a little misleading when it speaks of parties, as it does in section 62, being bound as upon an award made pursuant to a reference to arbitration, because in nearly every case, that is cases in which I have had experience, the parties to such a dispute are, in the first place, the employer, who is generally a definite person or a corporation, and on the other hand the employees, an indefinite body, represented by some trades union, not incorporated, not registered. So that the use of that expression, parties being bound upon an award, is to my mind—I think I understand the Act—a little misleading, because it is very difficult, just as we find here, to see how such parties as the trades union can be bound civilly when they cannot sue or cannot be sued. Possibly by means of the principle of agency, if the parties are definitely known and described that is, the individual employees are named and the document is signed by persons who are recognized as their agents, they might be bound. In fact, in the judgment I have just given, I have practically admitted that, when I ruled against Mr. Lavell's objection, there was no agency in this case for signing the agreement of December 23rd, but, at any rate, however that may be, it is quite clear to my mind, that there is nothing in the Act which places such an agreement as this on any higher position than it would be had it been entered into irrespective of the Act altogether.

For these reasons, I think the action will have to be dismissed with costs.



## III.—JUDGMENT ON APPEAL IN THE SUPREME COURT OF ALBERTA IN A SUIT BROUGHT UNDER THE ACT.

On September 14, 1908, information was laid by George Harrison, of Morinville, before Inspector Worsley, of the Royal North-West Mounted Police, one of His Majesty's Justices of the Peace, alleging that George Montgomery, manager of the Alberta Coal Mining Company, of Edmonton, had caused a lockout in the Company's mines at Morinville, Alta., by refusing to continue to employ 20 of the employees in consequence of a dispute as to wages with a view to compelling the said employees to accept his terms of employment, contrary to the terms of the Industrial Disputes Investigation Act.

On October 1, judgment was given by Inspector Worsley declaring Mr. Montgomery not guilty of the charge. In this judgment the Justice of the Peace observed: "I am of the opinion that Mr. Montgomery was justified in informing the men that he could not pay more than 70 cents, owing to his losing money on a contract, that the three or four days which he asked were merely used in endeavours to settle the dispute; that on the 8th Mr. Montgomery and the men agreed at the rate of \$3.00 per diem, that on the 9th the men did not go to work and as a result on the 10th other men were called in to take their places."

On October 1, information was laid by Mr. George Harrison, of Morinville, against the Alberta Coal Mining Company of Edmonton, in which the latter were accused of causing a lockout by refusing to continue to employ 25 of the employees in its mines in consequence of a dispute as to wages, with a view to compelling the said employees to accept the terms of the Company contrary to the terms of the Industrial Disputes Investigation Act. In this case, by consent of both parties concerned, the evidence given in an action against George Montgomery was put in. The case was dismissed by Inspector Worsley, costs to be paid by the complainants.

The Department received during the month of March the text of a judgment on appeal by Mr. Justice Taylor in the Supreme Court of Alberta in the foregoing case. The particulars are set forth in the text, which is printed in full herewith, viz. :—

In the matter of the Information and Complaint of George Harrison against the Alberta Coal Mining Company, Limited.

This is an appeal from a magistrate dismissing the complaint of one Harrison against the Alberta Coal Mining Company for causing a lockout between the 4th and 10th days of September, 1908, "by refusing to employ twenty-five of its employees in its mine in consequence of a dispute as to wages with a view to compelling the said employees to accept its, the defendant's terms of employment, contrary to an Act to aid the prevention and settlement of strikes and lockouts in mines and industries connected with public utilities, known as "The Industrial Disputes Investigation Act of 1907."

According to the evidence there was an agreement between the Company and the men on the 18th August to pay 90c. a car for coal mined. On the 2nd September the mine was closed. No notice was given to the men of such closing. Some two or three days after this the men were told that they could go to work at 70c. a car. They refused to accept this, and an agreement was made on the 8th with the men to return to work at \$3.00 a day, but the number of men to be employed was to be reduced to 12 or 15. There had been 20 to 25 employed previously. In the Act under which the complaint is laid, "lockout" is defined as follows:—"Sub-section F of Section 2 (Lockout without limiting the nature of its meaning) means a closing of a place of employment or a suspension of work or a refusal by an employer to continue to employ any number of his employees in consequence of a dispute done with a view to compelling his employees or to aid another employer to compel his employees to accept terms of employment."

In regard to the agreement of August 18th, this I understand was made by the officers of the Union *with* the Company. Is that a valid agreement? Suppose the Union has no status in Court? Could the Union not act as the agent of the men in making an agreement with the Company? But I do not think that the agreement can be attacked in the action. The main point is that the parties were working under the same at the time the mine was closed. The manager says because there were no cars to take away the coal. This to my mind would be a perfectly legitimate reason for closing down the mine or laying off any portion of the men, but we find on the 4th or 5th of September that the men are told that they can return to work if they will accept 70 cents per car instead of 90 cents. This is the time, it seems to me, the lockout started. There would have been no lockout if the men on that date or even on a later date were told they could return to work at the same wage they were getting before being laid off. Mr. Montgomery denies that he told one of the miners that he could not possibly pay 90 cents per car and operate his mine, but it seems to me that his conduct afterwards is not in accordance with this denial. There is no dispute to the evidence that he met the men on the 8th and made them a new offer. If he were satisfied with the former wages, why did he treat with the men for new terms? Why did he not say I have cars now and the mine can be operated? There is an attempt on the part of the defence to prove that the mine was never closed, that some men were working all the time. This may be true. There might have been a few men who were working, but nearly all, if not all, the men were laid off. Even suppose that some of the men were working, in my opinion it is not necessary under the interpretation of lockout that all labour be suspended. After the 5th September some of the men went down the mine to clean up their stalls and see that all was left safe and clean, but this, according to *evidence*, is only a custom of the miners, and I cannot hold that the mine was working while this was going on.

The evidence is very conflicting as to what took place after the settlement was reached on the 8th. Mr. Montgomery stated that he was willing for the miners to go to work on the morning of the 9th, and any that applied to him individually for work got it.

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The Act was passed to aid in the prevention and settlement of strikes and lockouts in mines and industries connected with public utilities. Certain procedure is laid down in the Act which must be followed out, or the party violating the same must pay the penalty imposed. Mr. Montgomery did not attempt to follow this Act. Under the excuse that he had no cars to ship coal he lays off his men, closes his mine, and then attempts to make new terms with his men. He gave no notice as required in Sec. 57. He shuts down his mine and then tried to arrange new terms with his men. It seems to me a clear case of violating of the Act. There is no evidence to show that the mine was closed before the 5th by reason of a dispute. It was on this date that the employees first knew that there was to be a change in wages and a settlement was effected on the evening of the 8th.

I will, therefore, hold that the mine was closed in violation of the Act for three days. As Sec. 58 of the Act fixes the minimum amount at \$100 per day, I will impose a fine on the Company of \$300.00, with costs both of the appeal and in the court below.

Edmonton, March 1, 1909.

(Sgd.) H. C. TAYLOR.  
J. D. C.







## 6-7 EDWARD VII.

### CHAP. 20.

An Act to aid in the Prevention and Settlement of Strikes and Lockouts in Mines and Industries connected with Public Utilities.

[Assented to 22nd March, 1907.]

**H**IS Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

**1.** This Act may be cited as *The Industrial Disputes Investigation Act*, 1907.

#### PRELIMINARY.

#### *Interpretation.*

**2.** In this Act, unless the context otherwise requires—

(a) “Minister” means the Minister of Labour;

(b) “department” means the Department of Labour;

(c) “employer” means any person, company or corporation employing ten or more persons and owning or operating any mining property, agency of transportation or communication, or public service utility, including, except as hereinafter provided, railways, whether operated by steam, electricity or other motive power, steamships, telegraph and telephone lines, gas, electric light, water and power works;

(d) “employee” means any person employed by an employer to do skilled or unskilled manual or clerical work for hire or reward in any industry to which this Act applies;

(e) “dispute” or “industrial dispute” means any difference between an employer and one or more of his employees, as to matters or things relating to work done or to be done by him

“Minister.”  
“Department.”  
“Employer.”

“Dispute.”  
“Industrial dispute.”

or them, or as to the privileges, rights and duties of employers or employees (not involving any such violation thereof as constitutes an indictable offence); and, without limiting the general nature of the above definition, includes all matters relating to—

- (1) the wages allowance or other remuneration of employees, or the price paid or to be paid in respect of employment;
- (2) the hours of employment, sex, age, qualification or status of employees, and the mode, terms and conditions of employment;
- (3) the employment of children or any person or persons or class of persons, or the dismissal of or refusal to employ any particular person or persons or class of persons;
- (4) claims on the part of an employer or any employee as to whether and, if so, under what circumstances, preference of employment should or should not be given to one class over another of persons being or not being members of labour or other organizations, British subjects or aliens;
- (5) materials supplied and alleged to be bad, unfit or unsuitable, or damage alleged to have been done to work;
- (6) any established custom or usage, either generally or in the particular district affected;
- (7) the interpretation of an agreement or a clause thereof;

“Lockout.” (f) “lockout” (without limiting the nature of its meaning) means a closing of a place of employment, or a suspension of work, or a refusal by an employer to continue to employ any number of his employees in consequence of a dispute, done with a view to compelling his employees, or to aid another employer in compelling his employees, to accept terms of employment;

“Strike.” (g) “strike” or “to go on strike” (without limiting the nature of its meaning) means the cessation of work by a body of employees acting in combination, or a concerted refusal or a refusal under a common understanding of any number of employees to continue to work for an employer, in consequence of a dispute, done as a means of compelling their employer, or to aid other employees in compelling their employer, to accept terms of employment;

“Board.” (h) “board” means a Board of Conciliation and Investigation established under the provisions of this Act;

“Application.” (i) “application” means an application for the appointment of a Board under the provisions of this Act;

“Registrar.” (j) “Registrar” means the Registrar of Boards of Conciliation and Investigation under this Act;

“Prescribed.” (k) “prescribed” means prescribed by this Act, or by any rules or regulations made thereunder;

“Trade union.” (l) “trade union” or “union” means any organization of employees formed for the purpose of regulating relations between employers and employees.



*Administration.*

3. The Minister of Labour shall have the general administration of this Act. Minister of Labour to administer Act.

4. The Governor in Council shall appoint a Registrar of Boards of Conciliation and Investigation, who shall have the powers and perform the duties prescribed. Registrar.

2. The office of Registrar may be held either separately or in conjunction with any other office in the public service, and in the latter case the Registrar may, if the Governor in Council thinks fit, be appointed, not by name, but by reference to such other office, whereupon the person who for the time being holds such office, or performs its duties, shall by virtue thereof be the Registrar.

## BOARDS OF CONCILIATION AND INVESTIGATION.

*Constitution of Boards.*

5. Wherever any dispute exists between an employer and any of his employees, and the parties thereto are unable to adjust it, either of the parties to the dispute may make application to the Minister for the appointment of a Board of Conciliation and Investigation, to which Board the dispute may be referred under the provisions of this Act: Reference of disputes to Boards of Conciliation and Investigation. Provided, however, that, in the case of a dispute between a railway company and its employees, such dispute may be referred, for the purpose of conciliation and investigation, under the provisions concerning railway disputes in the Conciliation and Labour Act.

6. Whenever, under this Act, an application is made in due form for the appointment of a Board of Conciliation and Investigation, and such application does not relate to a dispute which is the subject of a reference under the provisions concerning railway disputes in the Conciliation and Labour Act, the Minister, whose decision for such purpose shall be final, shall, within fifteen days from the date at which the application is received, establish such Board under his hand and seal of office, if satisfied that the provisions of this Act apply. Minister to appoint Boards on application.

7. Every Board shall consist of three members who shall be appointed by the Minister. Members of Board.

2. Of the three members of the Board one shall be appointed on the recommendation of the employer and one on the recommendation of the employees (the parties to the dispute), and the third on the recommendation of the members so chosen.

8. For the purposes of appointment of the members of the Board, the following provisions shall apply:— Procedure for appointment of members of Board.

1. Each party to the dispute may, at the time of making application or within five days after being requested so to do by the Minister,

recommend the name of one person who is willing and ready to act as a member of the Board, and the Minister shall appoint such person a member of the Board.

2. If either of the parties fails or neglects to duly make any recommendation within the said period, or such extension thereof as the Minister, on cause shown, grants, the Minister shall, as soon thereafter as possible, appoint a fit person to be a member of the Board; and such member shall be deemed to be appointed on the recommendation of the said party.

3. The members chosen on the recommendation of the parties may, within five days after their appointment, recommend the name of one person who is willing and ready to act as a third member of the Board, and the Minister shall appoint such person a member of the Board.

4. If the members chosen on the recommendation of the parties fail or neglect to duly make any recommendation within the said period, or such extension thereof as the Minister, on cause shown, grants, the Minister shall, as soon thereafter as possible, appoint a fit person to be a third member of the Board, and such member shall be deemed to be appointed on the recommendation of the two other members of the Board.

5. The third member shall be the Chairman of the Board.

Notification  
to be given  
parties of  
members of  
Board.

9. As soon as possible after the full Board has been appointed by the Minister, the Registrar shall notify the parties of the names of the members of the Board and the chairman thereof, and such notification shall be final and conclusive for all purposes.

Term of  
office.

10. Every member of a Board shall hold office from the time of his appointment until the report of the Board is signed and transmitted to the Minister.

Members not  
to have  
pecuniary  
interest.

11. No person shall act as a member of a Board who has any direct pecuniary interest in the issue of a dispute referred to such a Board.

How vacancy  
to be filled.

12. Every vacancy in the membership of a Board shall be supplied in the same manner as in the case of the original appointment of every person appointed.

Oath of  
office and  
secrecy.

13. Before entering upon the exercise of the functions of their office the members of the Board, including the chairman, shall make oath or affirmation before a justice of the peace that they will faithfully and impartially perform the duties of their office, and also that, except in the discharge of their duties, they will not disclose to any person any of the evidence or other matter brought before the Board.

Clerical and  
other  
assistance.

14. The department may provide the Board with a secretary, stenographer, or such other clerical assistance as to the Minister appears necessary for the efficient carrying out of the provisions of this Act.

*Procedure for Reference of Disputes to Boards.*

15. For the purpose of determining the manner in which, and the persons by whom, an application for the appointment of a Board is to be made, the following provisions shall apply:—

Manner in which application to be made.

1. The application shall be made in writing in the prescribed form, and shall be in substance a request to the Minister to appoint a Board to which the existing dispute may be referred under the provisions of this Act.

2. The application shall be accompanied by—

(a) A statement setting forth—

- (1) the parties to the dispute;
- (2) the nature and cause of the dispute, including any claims or demands made by either party upon the other, to which exception is taken;
- (3) an approximate estimate of the number of persons affected or likely to be affected by the dispute;
- (4) the efforts made by the parties themselves to adjust the dispute;

and—

(b) A statutory declaration setting forth that, failing an adjustment of the dispute or a reference thereof by the Minister to a Board of Conciliation and Investigation under the Act, to the best of the knowledge and belief of the declarant, a lockout or strike, as the case may be, will be declared, and that the necessary authority to declare such lockout or strike has been obtained.

3. The application may mention the name of a person who is willing and ready and desires to act as a member of the Board representing the party or parties making the application.

16. The application and the declaration accompanying it—

Signatures to application

- (1) if made by an employer, an incorporated company or corporation, shall be signed by some one of its duly authorized managers or other principal executive officers;
- (2) if made by an employer other than an incorporated company or corporation, shall be signed by the employer himself in case he is an individual, or a majority of the partners or members in case of a partnership firm or association;
- (3) if made by employees members of a trade union, shall be signed by two of its officers duly authorized by a majority vote of the members of the union, or by a vote taken by ballot of the members of the union present at a meeting called on not less than three days' notice for the purpose of discussing the question;



- (4) if made by employees some or all of whom are not members of a trade union, shall be signed by two of their number duly authorized by a majority vote taken by ballot of the employees present at a meeting called on not less than three days' notice for the purpose of discussing the question.

Application to be transmitted by registered letter.

17. Every application for the appointment of a Board shall be transmitted by post by registered letter addressed to the Registrar of Boards of Conciliation and Investigation, Department of Labour, Ottawa, and the date of the receipt of such registered letter at the department shall be regarded as the date of the receipt of such application.

Party making application to transmit copy to other party to dispute.

18. In every case where an application is made for the appointment of a Board the party making the application shall, at the time of transmitting it to the Registrar, also transmit by registered letter to the other party to the dispute, or by personal delivery, a copy of the application and of the accompanying statement and declaration.

Statement in reply to be made and sent to Registrar and to party making application.

19. Upon receipt by either party to a dispute of a copy of the application for the appointment of a Board such party shall, without delay, prepare a statement in reply to the application and transmit it by registered letter, or by personal delivery, to the Registrar and to the party making the application.

To whom communications transmitting copies of applications and replies between parties are to be sent.

20. Copies of applications or statements in reply thereto, to be transmitted to the other party under any of the preceding sections where the other party is—

- (1) an employer, an incorporated company or corporation, shall be sent to the manager or other principal executive officer of the company or corporation;
- (2) an employer other than an incorporated company or corporation, shall be sent to the employer himself or to the employer in the name of the business or firm as commonly known;
- (3) composed of employees, members of a trade union, shall be sent to the president and secretary of such union;
- (4) composed of employees some or all of whom are not members of a trade union—

(a) Where some of the employees are members of a trade union, shall be sent to the president and secretary of the union as representing the employees belonging to the union; also

(b) Where some of the employees are not members of a trade union and there are no persons authorized to represent such employees, shall be sent to ten of their number;

(c) Where, under paragraph (4) of section 16, two persons have been authorized to make an application, shall be sent to such two persons.

*Functions, Powers and Procedure of Boards.*

21. Any dispute may be referred to a Board by application in that behalf made in due form by any party thereto; provided that no dispute shall be the subject of reference to a Board under this Act in any case in which the employees affected by the dispute are fewer than ten. Jurisdiction. At least ten employees to be affected by dispute.
22. Upon the appointment of the Board the Registrar shall forward to the chairman a copy of the application for the appointment of such Board, and of its accompanying statement and declaration, and of the statement in reply, and the Board shall forthwith proceed to deal with the matters referred to in these documents. Method of referring disputes to Board.
23. In every case where a dispute is duly referred to a Board it shall be the duty of the Board to endeavour to bring about a settlement of the dispute, and to this end the Board shall, in such manner as it thinks fit, expeditiously and carefully inquire into the dispute and all matters affecting the merits thereof and the right settlement thereof. In the course of such inquiry the Board may make all such suggestions and do all such things as it deems right and proper for inducing the parties to come to a fair and amicable settlement of the dispute, and may adjourn the proceedings for any period the Board thinks reasonable to allow the parties to agree upon terms of settlement. Duties of Board.
24. If a settlement of the dispute is arrived at by the parties during the course of its reference to the Board, a memorandum of the settlement shall be drawn up by the Board and signed by the parties, and shall, if the parties so agree, be binding as if made by recommendation by the Board under section 62 of this Act, and a copy thereof with a report upon the proceedings shall be forwarded to the Minister. Where settlement effected, memorandum of same with report to be forwarded to Minister.
25. If a settlement of the dispute is not arrived at during the course of its reference to the Board, the Board shall make a full report thereon to the Minister, which report shall set forth the various proceedings and steps taken by the Board for the purpose of fully and carefully ascertaining all the facts and circumstances, and shall also set forth such facts and circumstances, and its findings therefrom, including the cause of the dispute and the Board's recommendation for the settlement of the dispute according to the merits and substantial justice of the case. Where settlement not effected, Board to make report with recommendations.
26. The Board's recommendation shall deal with each item of the dispute and shall state in plain terms, and avoiding as far as possible all technicalities, what in the Board's opinion ought or ought not to be done by the respective parties concerned. Wherever it appears Form in which recommendation shall be made.

to the Board expedient so to do, its recommendation shall also state the period during which the proposed settlement should continue in force, and the date from which it should commence.

Report and recommendation to be made to the Minister in writing.

27. The Board's report and recommendation shall be made to the Minister in writing, and shall be signed by such of the members as concur therein, and shall be transmitted by the chairman by registered letter to the Registrar as soon as practicable after the reference of the dispute to the Board; and in the same manner a minority report may be made by any dissenting member of the Board.

Filing and distribution of report.

28. Upon receipt of the Board's report the Minister shall forthwith cause the report to be filed in the office of the Registrar and a copy thereof to be sent free of charge to the parties to the dispute, and to the representative of any newspaper published in Canada who applies therefor, and the Minister may distribute copies of the report, and of any minority report, in such manner as to him seems most desirable as a means of securing a compliance with the Board's recommendation. The Registrar shall, upon application, supply certified copies for a prescribed fee, to persons other than those mentioned in this section.

Publication of report.

29. For the information of Parliament and the public, the report and recommendation of the Board, and any minority report, shall, without delay, be published in the *Labour Gazette*, and be included in the annual report of the Department of Labour to the Governor-General.

Powers of Board to summon witnesses, compel testimony and produce testimony and production of documents.

30. For the purpose of its inquiry the Board shall have all the powers of summoning before it, and enforcing the attendance of witnesses, of administering oaths, and of requiring witnesses to give evidence on oath or on solemn affirmation (if they are persons entitled to affirm in civil matters) and to produce such books, papers or other documents or things as the Board deems requisite to the full investigation of the matters into which it is inquiring, as is vested in any court of record in civil cases.

2. Any member of the Board may administer an oath, and the Board may accept, admit and call for such evidence as in equity and good conscience it thinks fit, whether strictly legal evidence or not.

Form of summons.

31. The summons shall be in the prescribed form, and may require any person to produce before the Board any books, papers or other documents or things in his possession or under his control in any way relating to the proceedings.

Documents not to be made public.

32. All books, papers and other documents or things produced before the Board, whether voluntarily or in pursuance to summons, may be inspected by the Board, and also by such parties as the Board



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allows; but the information obtained therefrom shall not, except in so far as the Board deems it expedient, be made public, and such parts of the books, papers or other documents as in the opinion of the Board do not relate to the matter at issue may be sealed up.

33. Any party to the proceedings shall be competent and may be compelled to give evidence as a witness. Parties may be compelled to be witnesses.

34. Every person who is summoned and duly attends as a witness shall be entitled to an allowance for expenses according to the scale for the time being in force with respect to witnesses in civil suits in the superior courts in the province where the inquiry is being conducted. Allowance to witnesses.

35. Where a reference has been made to the Board of a dispute between a railway company and its employees, any witness summoned by the Board in connection with the dispute shall be entitled to free transportation over any railway en route when proceeding to the place of meeting of the Board and thereafter returning to his home, and the Board shall furnish to such witness a proper certificate evidencing his right to such free transportation. Witnesses in railway disputes to be entitled to free transportation.

36. If any person who has been duly served with such summons and to whom at the same time payment or tender has been made of his reasonable travelling expenses according to the aforesaid scale, fails to duly attend or to duly produce any book, paper or other document or thing as required by his summons, he shall be guilty of an offence and liable to a penalty not exceeding one hundred dollars, unless he shows that there was good and sufficient cause for such failure. Penalty for failing to obey summons.

37. If, in any proceedings before the Board, any person wilfully insults any member of the Board or wilfully interrupts the proceedings, or without good cause refuses to give evidence, or is guilty in any other manner of any wilful contempt in the face of the Board, any officer of the Board or any constable may take the person offending into custody and remove him from the precincts of the Board, to be detained in custody until the rising of the Board, and the person so offending shall be liable to a penalty not exceeding one hundred dollars. Contempt of the Board.

38. The Board, or any member thereof, and, on being authorized in writing by the Board, any other person, may, without any other warrant than this Act, at any time, enter any building, mine, mine workings, ship, vessel, factory, workshop, place or premises of any kind, wherein, or in respect of which, any industry is carried on or any work is being or has been done or commenced, or any matter or View by direction of Board.

Power to  
interrogate,  
examination  
of factories,  
&c.

inspect on  
of work.

thing is taking place or has taken place, which has been made the subject of a reference to the Board, and inspect and view any work, material, machinery, appliance or article therein, and interrogate any persons in or upon such building, mine, mine workings, ship, vessel, factory, workshop, place or premises as aforesaid, in respect of or in relation to any matter or thing hereinbefore mentioned, and any person who hinders or obstructs the Board or any such person authorized as aforesaid, in the exercise of any power conferred by this section, shall be guilty of an offence and be liable to a penalty not exceeding one hundred dollars.

How parties  
may be  
represented  
before Board.

39. Any party to a reference may be represented before the Board by three or less than three persons designated for the purpose, or by counsel or solicitor where allowed as hereinafter provided.

Parties to be  
bound by  
acts of  
representa-  
tives.

40. Every party appearing by a representative shall be bound by the acts of such representative.

Counsel or  
solicitors  
excluded  
except by  
consent of  
parties and  
of Board.

41. No counsel or solicitor shall be entitled to appear or be heard before the Board, except with the consent of the parties to the dispute, and notwithstanding such consent the Board may decline to allow counsel or solicitors to appear.

Members of  
Board to  
be British  
subjects.

42. Persons other than British subjects shall not be allowed to act as members of a Board.

Presence of  
parties.

43. If, without good cause shown, any party to proceedings before the Board fails to attend or to be represented, the Board may proceed as if he had duly attended or had been represented.

Time and  
place of  
sittings of  
Board.

44. The sittings of the Board shall be held at such time and place as are from time to time fixed by the chairman, after consultation with the other members of the Board, and the parties shall be notified by the chairman as to the time and place at which sittings are to be held: Provided that, so far as practicable, the Board shall sit in the locality within which the subject-matter of the proceeding before it arose.

Proceedings  
to be public  
unless  
otherwise  
determined  
by Board.

45. The proceedings of the Board shall be conducted in public; provided that at any such proceedings before it, the Board, on its own motion, or on the application of any of the parties, may direct that the proceedings shall be conducted in private and that all persons other than the parties, their representatives, the officers of the Board and the witnesses under examination shall withdraw.

Majority of  
Board.

46. The decision of a majority of the members present at a sitting of the Board shall be the decision of the Board, and the findings and

recommendations of the majority of its members shall be those of the Board.

47. The presence of the chairman and at least one other member of the Board shall be necessary to constitute a sitting of the Board. Quorum.

48. In case of the absence of any one member from a meeting of the Board the other two members shall not proceed, unless it is shown that the third member has been notified of the meeting in ample time to admit of his attendance. All members of Board to be present.

2. If any member of a Board dies, or becomes incapacitated, or refuses or neglects to act, his successor shall be appointed in the manner provided with respect to the original member of the Board.

49. The Board may at any time dismiss any matter referred to it which it thinks frivolous or trivial. Trivial matters.

50. The Board may, with the consent of the Minister, employ competent experts or assessors to examine the books or official reports of either party, and to advise it upon any technical or other matter material to the investigation, but shall not disclose such reports or the results of such inspection or examination under this section without the consent of both the parties to the dispute. Employment of experts.

### *Remuneration and Expenses of Board.*

51. The members of a Board while engaged in the adjustment of a dispute shall be remunerated for their service as follows:— Allowance to members of Board.

(a) to members other than the chairman—

- (i) an allowance of five dollars a day for a time not exceeding three days during which the members may be actually engaged in selecting a third member of the Board;
- (ii) an allowance of fifteen dollars for each whole day's sittings of the Board;
- (iii) an allowance of seven dollars for each half-day's sittings of the Board;

(b) the chairman shall be allowed twenty dollars a day for each whole day's sittings of the Board, and ten dollars a day for each half-day's sittings;

(c) no allowance shall be made to any member of the Board on account of any sitting of the Board which does not extend over a half day, unless it is shown to the satisfaction of the Minister that such meeting of the Board was necessary to the performance of its duties as speedily as possible, and that the causes which prevented a half-day's sitting of the Board were beyond its control.



Acceptance  
of gratuities  
and  
perquisites  
by members  
an offence.

52. No member of the Board shall accept in addition to his salary as a member of the Board any perquisite or gratuity of any kind, from any corporation, association, partnership or individual in any way interested in any matter or thing before or about to be brought before the Board in accordance with the provisions of this Act. The accepting of such perquisite or gratuity by any member of the Board shall be an offence and shall render such member liable to a fine not exceeding one thousand dollars.

Actual  
necessary  
travelling  
expenses of  
members  
allowed.

53. Each member of the Board will be entitled to his actual necessary travelling expenses for each day that he is engaged in travelling from or to his place of residence for the purpose of attending or after having attended a meeting of the Board.

Payment of  
expenses  
of Board.

54. All expenses of the Board, including expenses for transportation incurred by the members thereof or by persons under its order in making investigations under this Act, salaries of employees and agents, and fees and mileage to witnesses shall be allowed and paid upon the presentation of itemized vouchers therefor, approved by the chairman of the Board, which vouchers shall be forwarded by the chairman to the Minister. The chairman shall also forward to the Minister a certified and detailed statement of the sitting of the Board, and of the members present at such sittings.

#### DUTIES OF THE REGISTRAR.

To receive  
and deal with  
applications.

55. It shall be the duty of the Registrar:—

(a) to receive and register, and, subject to the provisions of this Act, to deal with all applications by employers or employees for a reference of any dispute to a Board, and to at once bring to the Minister's attention every such application;

Assist in  
constituting  
Boards.

(b) to conduct such correspondence with the parties and members of Boards as may be necessary to constitute any Board as speedily as possible in accordance with the provisions of this Act;

Assist in  
giving effect  
to recommen-  
dations of  
Boards.

(c) to receive and file all reports and recommendations of Boards, and conduct such correspondence and do such things as may assist in rendering effective the recommendations of the Boards, in accordance with the provisions of this Act;

Register  
particulars of  
proceedings  
before Boards  
and safeguard  
all documents  
relating to  
proceedings.

(d) to keep a register in which shall be entered the particulars of all applications, references, reports and recommendations relating to the appointment of a Board, and its proceedings; and to safely keep all applications, statements, reports, recommendations and other documents relating to proceedings before the Board, and, when so required, transmit all or any of such to the Minister;

Supply  
information  
and necessary  
forms.

(e) to supply to any parties, on request, information as to this Act, or any regulations or proceedings thereunder, and also to furnish parties to a dispute and members of the Board with necessary

## SESSIONAL PAPER No. 36

blank forms, forms of summons or other papers or documents re-lating to  
quired in connection with the effective carrying out of the provisions <sup>proceedings</sup>  
of this Act; before Board.

(f) generally, to do all such things and take all such proceedings <sup>Generally.</sup>  
as may be required in the performance of his duties prescribed under  
this Act or any regulations thereunder.

STRIKES AND LOCKOUTS PRIOR TO AND PENDING A REFERENCE TO A  
BOARD ILLEGAL.

56. It shall be unlawful for any employer to declare or cause a <sup>Prohibition</sup>  
lockout, or for any employee to go on strike, on account of any <sup>of strikes</sup>  
dispute prior to or during a reference of such dispute to a Board of <sup>or lockouts</sup>  
Conciliation and Investigation under the provisions of this Act, or <sup>prior to</sup>  
prior to or during a reference under the provisions concerning rail- <sup>or pending</sup>  
way disputes in the Conciliation and Labour Act: Provided that <sup>reference</sup>  
nothing in this Act shall prohibit the suspension or discontinuance <sup>to Board.</sup>  
of any industry or of the working of any persons therein for any  
cause not constituting a lockout or strike: Provided also that,  
except where the parties have entered into an agreement under  
section 62 of this Act, nothing in this Act shall be held to restrain  
any employer from declaring a lockout, or any employee from going  
on strike in respect of any dispute which has been duly referred to  
a Board and which has been dealt with under section 24 or 25 of  
this Act, or in respect of any dispute which has been the subject of  
a reference under the provisions concerning railway disputes in the  
Conciliation and Labour Act.

57. Employers and employees shall give at least thirty days' notice <sup>Relation</sup>  
of an intended change affecting conditions of employment with respect <sup>of parties</sup>  
to wages or hours; and in every case where a dispute has been referred <sup>to remain</sup>  
to a Board, until the dispute has been finally dealt with by the <sup>unchanged</sup>  
Board, neither of the parties nor the employees affected shall alter the <sup>pending</sup>  
conditions of employment with respect to wages or hours, or on account <sup>proceedings</sup>  
of the dispute do or be concerned in doing, directly or indirectly, any- <sup>before a</sup>  
thing in the nature of a lockout or strike, or a suspension or discon- <sup>Board.</sup>  
tinuance of employment or work, but the relationship shall continue  
uninterrupted by the dispute, or anything arising out of the dispute;  
but if, in the opinion of the Board, either party uses this or any other  
provision of this Act for the purpose of unjustly maintaining a given  
condition of affairs through delay, and the Board so reports to the  
Minister, such party shall be guilty of an offence, and liable to the same  
penalties as are imposed for a violation of the next preceding section.

58. Any employer declaring or causing a lockout contrary to the <sup>Penalty for</sup>  
provisions of this Act shall be liable to a fine of not less than one hun- <sup>causing</sup>  
dred dollars, nor more than one thousand dollars for each day or part <sup>lockout.</sup>  
of a day that such lockout exists.

Penalty for going on strike.

59. Any employee who goes on strike contrary to the provisions of this Act shall be liable to a fine of not less than ten dollars nor more than fifty dollars, for each day or part of a day that such employee is on strike.

Penalty for inciting to lockout or strike.

60. Any person who incites, encourages or aids in any manner any employer to declare or continue a lockout, or any employee to go or continue on strike contrary to the provisions of this Act, shall be guilty of an offence and liable to a fine of not less than fifty dollars nor more than one thousand dollars.

Procedure for enforcing penalties.

61. The procedure for enforcing penalties imposed or authorized to be imposed by this Act shall be that prescribed by Part XV of *The Criminal Code* relating to summary convictions.

#### SPECIAL PROVISIONS.

Recommendation of a Board binding in certain cases.

62. Either party to a dispute which may be referred under this Act to a Board may agree in writing, at any time before or after the Board has decided to refer such dispute, the lockout or strike, if in existence, of the Board in the same manner as parties are bound upon an award made pursuant to a reference to arbitration on the order of a court of record; every agreement so to be bound made by one party shall be forwarded to the Registrar who shall communicate it to the other party, and if the other party agrees in like manner to be bound by the recommendation of the Board, then the recommendation shall be made a rule of the said court on the application of either party and shall be enforceable in like manner.

Application of provisions of this Act to any dispute on joint application of parties.

63. In the event of a dispute arising in any industry or trade other than such as may be included under the provisions of this Act, and such dispute threatens to result in a lockout or strike, or has actually resulted in a lockout or strike, either of the parties may agree in writing to allow such dispute to be referred to a Board of Conciliation and Investigation, to be constituted under the provisions of this Act.

2. Every agreement to allow such reference shall be forwarded to the Registrar, who shall communicate it to the other party, and if such other party agrees in like manner to allow the dispute to be referred to a Board, the dispute may be so referred as if the industry or trade and the parties were included within the provisions of this Act.

3. From the time that the parties have been notified in writing by the Registrar that in consequence of their mutual agreement to refer the dispute to a Board under the provisions of this Act, the Minister has decided to refer such dispute, the lockout or strike, if in existence, shall forthwith cease, and the provisions of this Act shall bind the parties.



MISCELLANEOUS.

64. No court of the Dominion of Canada, or of any province or territory thereof, shall have power or jurisdiction to recognize or enforce, or to receive any report of a Board, or any testimony or proceedings before a Board, as against any person or for any purpose, except in the case of the prosecution of such person for perjury. Courts not to recognize reports of or testimony before a Board, except in prosecutions for perjury.
65. No proceeding under this Act shall be deemed invalid by reason of any defect of form or any technical irregularity. Technicality not to invalidate proceedings.
66. The Minister shall determine the allowance or amounts to be paid to all persons other than the members of a Board, employed by the Government or any Board, including the Registrar, secretaries, clerks, experts, stenographers or other persons performing any services under the provisions of this Act. Payment of services under Act.
67. In case of prosecutions under this Act, whether a conviction is or is not obtained, it shall be the duty of the clerk of the court before which any such prosecution takes place to briefly report the particulars of such prosecution to the Registrar within thirty days after it has been determined, and such clerk shall be entitled to a prescribed fee in payment of his services. Prosecutions under Act to be reported to Registrar.
68. The Governor in Council may make regulations as to the time within which anything hereby authorized shall be done, and also as to any other matter or thing which appears to him necessary or advisable to the effectual working of the several provisions of this Act. All such regulations shall go into force on the day of the publication thereof in *The Canada Gazette*, and they shall be laid before Parliament within fifteen days after such publication, or, if Parliament is not then in session, within fifteen days after the opening of the next session thereof. Minister may make, alter and amend regulations.
69. All charges and expenses incurred by the Government in connection with the administration of this Act shall be defrayed out of such appropriations as are made by Parliament for that purpose. Expenses.
70. An annual report with respect to the matters transacted by him under this Act shall be made by the Minister to the Governor General, and shall be laid before Parliament within the first fifteen days of each session thereof. Report to Parliament.









REPORT

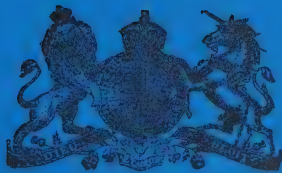
OF THE

DEPARTMENT OF LABOUR

FOR THE

FISCAL YEAR ENDING MARCH 31, 1910

PRINTED BY ORDER OF PARLIAMENT



OTTAWA

PRINTED BY C. H. PARMELEE, PRINTER TO THE KING'S MOST  
EXCELLENT MAJESTY.

1910.





1 GEORGE V.

SESSIONAL PAPER No. 36.

A. 1911

REPORT  
OF THE  
DEPARTMENT OF LABOUR

FOR THE  
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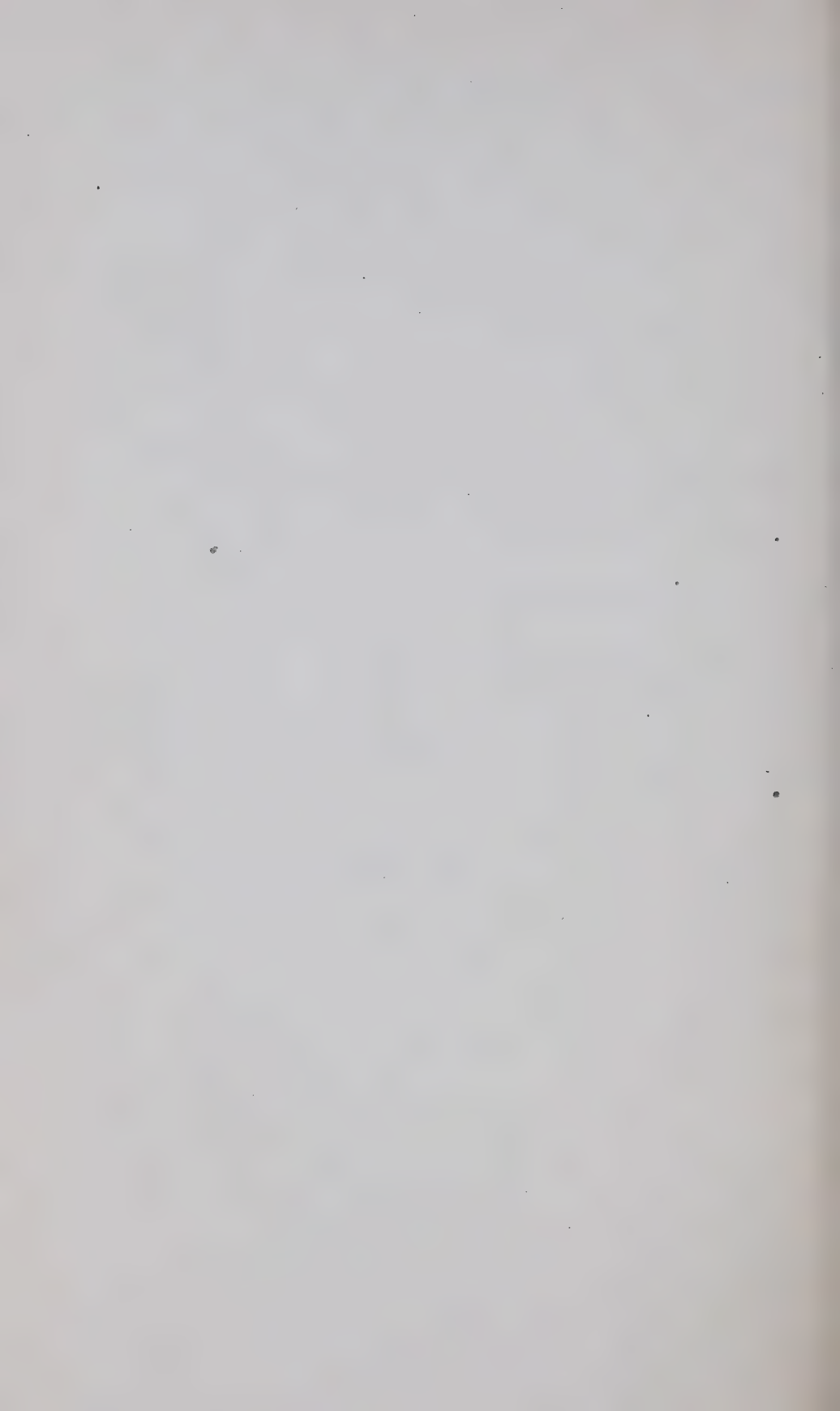
*To His Excellency the Right Honourable Sir Albert Henry George, Earl Grey,  
G.C.M.G., &c., Governor-General of Canada.*

MAY IT PLEASE YOUR EXCELLENCY :

The undersigned has the Honour to forward to Your Excellency the accompanying Report of the Deputy Minister on the work of the Department of Labour of the Dominion of Canada, for the fiscal year ended March 31, 1910, all of which is respectfully submitted.

W. L. MACKENZIE KING,  
*Minister of Labour.*





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**REPORT**  
OF THE  
**DEPUTY MINISTER OF LABOUR**  
FOR THE  
**FISCAL YEAR ENDED MARCH 31,**  
**1910.**

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DEPARTMENT OF LABOUR,  
OTTAWA, May 25, 1910.

To the Honourable W. L. MACKENZIE KING, M.P., C.M.G.,  
Minister of Labour.

SIR,

I have the honour to submit a report on the work of the Department of Labour for the fiscal year ending March 31, 1910.

On May 19, 1909, the following bill, introduced in the House of Commons by the Prime Minister, the Right Honourable Sir Wilfrid Laurier, received the royal assent:—

AN ACT RESPECTING THE DEPARTMENT OF LABOUR.

**H**IS Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

1. This Act may be cited as *The Labour Department Act*.

2. There shall be a department of the Government of Canada which shall be called the Department of Labour, over which the Minister of Labour for the time being, appointed by the Governor-General by Commission under the Great Seal, shall preside.

(2) The Minister of Labour shall hold office during pleasure, and shall have the management and direction of the department.

(3) The salary of the Minister of Labour shall be seven thousand dollars per annum.

3. The Governor-in-Council may also appoint an officer who shall be called the Deputy Minister of Labour, and such officers, clerks and servants as are requisite for the proper conduct of the business of the department, all of whom shall hold office during pleasure.

4. The Minister of Labour shall be charged with the administration of *The Conciliation and Labour Act* and *The Industrial Disputes Investigation Act*, 1907, and with such other duties as may be assigned to him by the Governor-in-Council.

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On June 2, the portfolio of Minister of Labour was assigned to Mr. Mackenzie King, member for North Waterloo, in the House of Commons, and former Deputy Minister of Labour. Up to that date the Department, which was established in 1900, had been administered by a member of His Majesty's Privy Council administering one of the other departments of the Government. For the most part the Minister of Labour heretofore had been the Postmaster-General.

The year has thus been of more than ordinary significance for the Department, circumstances having now for the first time since its establishment permitted its affairs to receive the undivided attention of a Minister, an advantage necessarily of the greatest value in the systematic development of its work. The removal of the Department to more commodious and better equipped premises, a change effected during the summer of 1909, has been a further feature conducive to growth and efficiency.

Economic conditions during the year 1909 were more buoyant than at any time since 1906, when industrial activity and prosperity in Canada reached a higher level than had been before known; the crisis of 1907 caused a slight panic, which had a depressing effect, it will be remembered, throughout a large part of 1908. The spring of 1910 was exceptionally early and has induced an activity which encourages the hope that the favourable conditions of 1909 will be equalled if not surpassed during the present year. A continued rise in the cost of living was a feature of the past year. Rising wages and no serious unemployment were other characteristics. The immigration for the year 1909 was 25 per cent larger than in 1908 and promises for 1910 to reach the high figure of 1907, though there is now a much more rigorous process of selection. The immigration from the United States showed a specially large increase, which is continuing in 1910. The expenditure in railway construction through 1909 was heavy, being estimated at \$28,000,000. Foreign trade showed a large expansion during the year.

The administration of the Industrial Disputes Investigation Act, 1907, has been again a leading feature of the work of the year and there appears to be no reason, in the light of the additional experience gained, to modify in any way the conclusions expressed in previous years as to the general efficacy of the measure in aiding in the adjustment of industrial disputes, with a special view to the prevention of lockouts and strikes. There were 30 disputes referred under the provisions of the Act during the year.

The *Labour Gazette*, the official monthly publication of the Department, has made satisfactory progress during the year. The monthly circulation has now passed into the fifteenth thousand, and the Department is continually in receipt of calls on its stock of extra copies, several hundred of which are printed monthly. While the free list of the *Labour Gazette* is considerable, it must be remembered that it comprises all the labour unions in the Dominion, a copy of the publication being sent free to the Secretary of every labour organization. It may be added that every possible care is taken by watching the trade papers and the general press, and by constant correspondence with the various trade organizations to keep the departmental roster of trade unions accurate and complete. The paid circulation is largely with the business community, with leading representatives of the industrial classes, and with students of social economy; it is an interesting fact in this connection to note that various banking institutions are responsible

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for a total of 1,117 subscriptions, showing an apt appreciation by this important class of the monthly statements and statistics of the *Labour Gazette* relating to industrial and economic conditions.

The general correspondence of the Department has been of wide range and interest, including, apart from departmental routine, communication with numerous notable public bodies, members of governments and distinguished officials in foreign countries, who have as a rule sought information as to the position of Canada with regard to some problem of sociological import, and in this respect the origin and operation of the Industrial Disputes Investigation Act, 1907, continue to occupy a leading place in public interest.

## SPECIAL REPORT ON COST OF LIVING.

The increasing cost of living has been during the year the subject of almost universal discussion. In the United States, boycotts of meat and other articles of food of which the price had risen violently were instituted at many points, and extended in some cases to Canada, though the prices had not as a rule reached the same high level in this country. In the United States various investigations were instituted into the question, the most important being that undertaken by the United States Senate; while inquiries of a comprehensive character were also undertaken by Massachusetts, Ohio and other states of the republic. In Canada the Minister of Labour, recognizing the vital relation to the public welfare of the cost of living, caused an inquiry to be undertaken by the Department into the subject. The task was entrusted to Mr. Robert H. Coats, assistant editor of the *Labour Gazette*, and although at the close of the financial year the report had not been issued, most of the manuscript and charts had been placed in the hands of the printers, and the work relative to the same fell substantially within the past fiscal period.

The report, which is now about to be issued, is a volume of several hundred pages, illustrated with numerous charts in colour and containing detailed information showing the fluctuations in wholesale prices of 230 leading commodities. Nothing of a similar nature having been, it is believed, ever before attempted in Canada, the task entailed researches of an extensive character in the files of the daily newspapers and trade journals for the two past decades, a work carried on almost exclusively by Mr. Coats or by other officers of the Department under his direction. Much of the information necessary for the compilation of the report was procurable only from the records of leading wholesale firms and entailed a large amount of correspondence; the firms concerned evincing as a rule a warm interest in the work in hand, and taking frequently the greatest pains to supply accurate and useful information. The inquiry was undertaken without any desire to prove or disprove any theory or view, commercial or economic, the object being simply that of securing reliable data which may serve in the future as a sound basis for comparisons; no attempt has been made to assign the causes for the price fluctuations.

The information elicited in the report bears not only on the articles consumed by the masses of people from day to day, and entering obviously into what is popularly termed the cost of living, but, striking deep into the economic



life of the people, deals also with products, raw and finished, of almost every conceivable kind; the report is, therefore, of equal interest and value to manufacturer and workman, to the economist and the man of commerce. One important result of this completed inquiry is that it will be for the future possible to gauge accurately the rise and fall of prices in Canada from year to year, as has long been customary in other countries, by means of an index number. This process, of the greatest value to the United Kingdom as practised by the London Economist, and to the United States as practised by the commercial agencies, has been hitherto impracticable in Canada because of the lack of material for comparison on any scale of importance with previous years. This difficulty having been now overcome the fluctuation of prices can be accurately traced henceforth in Canada also, and will be indicated from month to month in the *Labour Gazette* by the use of an index number, after the method used by the institutions above named. The special departmental report on prices will, therefore, prove of permanent and continuous value to the Dominion in an economic sense, while it will appeal also to the average citizen as an authentic statement on the most vital topic of the times.

#### THE COMBINES INVESTIGATION ACT.

Although not strictly entering into the work of the Department for the past year, it will be in place to mention at this point as a matter allied in a measure to that of the cost of living, the Combines Investigation Act, 1910, introduced into the House of Commons by the Minister of Labour during the past session and which became law at the close of Parliament. This measure, which has as its object the prevention of injury to the public from undue restriction of competition and unfair exactions arising out of the business methods and existence of combines, trusts, monopolies or mergers, will be administered by the Department of Labour and may be expected to add materially to the work of the Department during the coming year. The basic principle of the measure is similar to that of the Industrial Disputes Investigation Act, 1907, namely, the providing of machinery to get at the facts and to effect a concentration of public opinion on methods or practices which are inimical to the public weal; this concentration is secured by an investigation before a Board organized and constituted closely on the lines of the measure named, save that in the case of the Combines Investigation Act an investigation can be held only on the order of a Superior Court Judge before whom a preliminary inquiry shall already have taken place; also in the case of the Combines Investigation Act the Chairman of a Board of Investigation must be a judge of a court of record. Several penalties are provided in the event of any evils brought to light by investigation not being definitely and speedily corrected by the process of publicity.

#### INDUSTRIAL DISPUTES.

The departmental records and charts of industrial disputes are prepared for the calendar year, rather than the fiscal, as being in this way of wider service for comparative purposes. The number of disputes during the calendar year

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1909 was 69, identical with that of the year 1908, this figure being greatly lower than in any previous year since these statistics have been recorded in Canada. The statistics show a considerable increase over 1908 in the time lost in trade disputes, this being attributable mainly to the occurrence of several serious strikes in the coal mining industry; one, extending for a period of three months in the late spring affecting numerous mines in eastern British Columbia and southern Alberta, other strikes concerning Nova Scotia mines at Glace Bay and Springhill and continuing from the time of declaration in the summer months to the close of the fiscal year, though operations at Glace Bay, according to the Company's statement ceased to be effective after the close of navigation in November last.

No other important industry was seriously affected by disputes during the year, but at Fort William in the month of August a strike of longshoremen brought about an unfortunate encounter between the strikers and a number of special constables in which several on both sides were wounded. The strike was of brief duration and the difficulty was settled by a board established under the Industrial Disputes Investigation Act, of the existence of which the strikers, who were practically confined to foreigners of limited education, claimed to have been ignorant when they ceased work.

The disputes in the coal mining industry in Nova Scotia and that among the longshoremen at Fort William were, under the Minister's instructions, made the subject of special investigations by the Deputy Minister, abstracts of whose reports on these subjects are included in the present volume.

A dispute of some importance, though not noticeable in a statistical sense, occurred between the fishermen and fish-merchants of Gaspé, resulting in some disorder, the question at issue being the prices paid for fish, which practically resolved itself into a wage dispute. Mr. Victor DuBreuil, one of the fair wages officers of the Department, was, by the Minister's instructions, despatched to Gaspé to inquire into the matter.

An investigation also of considerable interest was that undertaken, by the Minister's direction, by Mr. J. D. McNiven, one of the fair wages officers of the Department, into the rate of wages paid workmen on a section of the Grand Trunk Pacific Railway under construction in western British Columbia. Abstracts of the reports of Messrs. DuBreuil and McNiven are included in the present volume.

## ADMINISTRATION OF THE INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

A review of the proceedings of the year under the Industrial Disputes Investigation Act, 1907, is included in the report, as also a statement covering the operations of the Act from its inception three years ago. In the appendix of the volume will be found also the text of each report received from a Board of Conciliation and Investigation during the fiscal year. The total number of disputes referred under the Act during the year was thirty, the total referred during the three years of life of the measure being eighty-two.

The past year was marked by four instances in which the strikes threatened before the provisions of the Act were invoked were not averted. In all cases the industry concerned was that of mining, two of the disputes referring to coal mines in Nova Scotia and two to mines in British Columbia. The question in dispute

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in each instance was that of union recognition, and arose, in the case of the Nova Scotia coal miners, from friction between the Provincial Workmen's Association of Nova Scotia and the United Mine Workers of America, which latter body demanded recognition by different coal companies in the province. In the British Columbia cases the disputes were of a more local and restricted character, but, as stated, turned, in both instances, on union recognition.

It is worthy of special note that the only cases throughout the year in which the Act, when invoked, failed to avert a threatened strike, were disputes of this particular class, where the issue involved is one less susceptible than ordinary matters of difference to the principle of investigation or conciliation, a complete surrender by one party or the other of ideas widely divergent affording apparently the only hope of settlement. It may be added that in the case of the strike by the employees of the Dominion Coal Company, which lasted from early in July, 1909, to the close of April, 1910, the employees finally returned to work substantially under the conditions approved by the Board of Conciliation and Investigation which passed upon the dispute in March, 1909.

The strike among the coal miners of eastern British Columbia and southern Alberta, referred to on a preceding page, was declared without reference to the Act, and contrary to its terms. A Board was eventually established on request of the men and the ultimate settlement was on the general basis recommended by the Board. Here, too, the question of union recognition, or of the degree of recognition to be granted, entered largely into the dispute, though it was less directly the issue than in the Nova Scotia disputes cited.

At Inverness, C.B., also, a strike of coal miners occurred without reference to the Act and contrary to its provisions, the strike in this case being, however, limited in its effectiveness to a few days. Recognition of the union was again the issue involved. One of the officials of the organization controlling and supporting the strike was charged before the local magistrate with an infringement of the Industrial Disputes Investigation Act, and was convicted and fined; the conviction was appealed to the court of appeal of Nova Scotia, and judgment on appeal had not been given at the time of writing.

#### AMENDMENT OF THE INDUSTRIAL DISPUTES INVESTIGATION ACT.

A Bill amending the Industrial Disputes Investigation Act in some minor respects was passed at the session of Parliament lately completed. The amendments had reference to the machinery of procedure and were made in response to representations which had been frequently laid before the Minister by labour organizations, especially organizations including railway workers, upon whom there seemed reason to believe the Act in its original form bore somewhat severely. The point on which the principal amendment bore was that which required the applicants for a Board to make a sworn declaration, when making application, that the necessary authority to declare a strike or lockout had been obtained. It was pointed out that in the case of a body of railway employees, extending through a number of Provinces, as is the case with the great trunk lines of Canada, the taking of a vote over the system became a serious and expensive matter, in some cases involving an expenditure of several thousand dollars. The amendment,



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therefore, simplified the machinery of the Act in this respect by providing an alternative, of which applicants under certain conditions might avail themselves. A further amendment had as its object the placing on the party proposing changes from existing conditions as to wages or hours the onus of making application for a Board when the proposed changes were not accepted by the other party. Under the law as it originally stood the onus of applying for a Board might be allowed to fall upon the party subjected to the changes, and instances were cited before the Minister, and in correspondence with the Department, alleging a certain measure of injustice from the former condition. The only other amendment was one making a slight increase in the fees paid to members of the Board other than the Chairman. A copy of the Act in its amended form is printed with the present report.

## ROYAL COMMISSION ON INDUSTRIAL TRAINING AND TECHNICAL EDUCATION.

A matter which was a subject of action during the late session of Parliament, and may have a bearing of some importance on the future work of the Department, is that of Technical Education. Early in the session Mr. Guthrie, M.P., for South Wellington, moved a resolution urging action by the Dominion Government looking to the establishment by the Dominion Government of a Royal Commission with power to inquire into the whole subject of Technical Education and to make recommendations for subsequent action. The Minister of Labour, replying for the Government, admitted the vast importance of the subject and expressed himself as being in the fullest sympathy with the desire that no opportunity should be neglected of securing for Canada the fullest possible measure of equipment in technical education. The Minister pointed to the necessity in the meantime of bearing well in mind that the subject of education was one which the federal system left in the hands of the provinces, and suggested that before definite action was taken the views of the several provincial governments should be obtained as to the desirability of the Dominion Government appointing a commission which should investigate the needs of the Dominion with respect to technical education and the systems and methods obtaining in other countries, and prepare a report to be placed at the disposition of the authorities of the several provinces. Later in the session the Minister informed the House that he had received from the Prime Ministers of all the provinces letters favourable to the establishment of a royal commission for the purpose indicated. It was determined accordingly to appoint a royal commission on technical education and in the closing days of the session a vote of \$25,000 was taken on account of the commission. The personnel of the commission was announced shortly after the close of the session.

## FAIR WAGES WORK.

The fair wages branch of the Department has during the year prepared 148 schedules of wages relating to contracts affecting all sections of the country, and has conducted a score of special investigations into cases of alleged non-observance by contractors of the labour conditions of different contracts. In the great ma-

majority of cases investigated, the grievances were sustained and the contractor was required to effect a settlement. It may be added that the total number of fair wages schedules prepared by the Department since this work was commenced in 1900 reached 1,625 at the close of the past financial year. The various departments of the Government have entered heartily into the spirit of the fair wages resolution and the Department of Labour has encountered no unreasonable difficulty in performing this aspect of its work.

#### STATISTICAL AND OTHER WORK.

The statistical work of the Department has continued throughout the year. This work, it may be pointed out, becomes increasingly valuable as time passes, and renders the figures of the past available for purposes of comparison. In the important realm of industrial disputes, it should be noted, there is no record, other than that compiled by the Department, which, however, is now available for almost a decade, extending back to the year 1901. It will be obvious that the compilation of statistics of this nature entails much research and correspondence. The disputes are as a rule first brought to the attention of the Department by press references, and each dispute is then carefully watched until it is definitely closed, inquiries from both parties being made systematically and on forms prepared for the purpose, the correspondents of the *Labour Gazette* also being required to investigate disputes when necessary; the utmost regard is paid, both in the compilation and the analysis of the figures, to the question of accuracy.

The growing industrial importance of Canada renders it increasingly desirable that the fullest information should be available as to the cause and nature of all industrial disputes, also as to the duration, manner of settlement, loss of time, and other particulars in each case. By endeavouring to secure this information it is believed the Department is not only performing a service of direct, immediate value to the public, but is itself brought more intimately into touch with the whole subject and is the better enabled to administer the Industrial Disputes Investigation Act, 1907, and to lend its good offices in other ways as occasion may require.

What has been said of the statistics gathered with regard to industrial disputes applies largely also to the figures compiled with regard to industrial accidents, a field of statistical inquiry not comprehensively covered until the work was undertaken some years ago by the Department. The figures now available in this direction must have an important bearing on any proposals looking to legislation on this subject.

It has been already pointed out that the first point of contact between the Department and the events included within the scope of its statistical bureau is the press. It is necessary that researches made for these and other purposes to be really effective should be very thorough and comprehensive, and this branch of departmental work has been therefore very carefully organized. The Department receives 110 daily and weekly newspapers, mostly Canadian, besides all the trade and industrial journals of the country, or relating to trade organizations to which Canadians may belong. All these journals are read and clipped by the Department. Obviously, however, when a clipping system is once established

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and so many sources of information are laid under tribute, it is possible by a slight extension of operation to add greatly to the value of the results achieved. So the clipping bureau of the Department has been extended and developed until it has been made an important factor in building up a great and ever-increasing departmental library embracing every variety of sociology, and the newspapers are read and marked and clipped not only for particulars as to industrial disputes and industrial accidents, but for information as to fires and other interruptions to industry, as to new industries, as to organizations of either employers or employees (the last head embracing trades unions), as to industrial movements generally in Canada or elsewhere, as to social and moral reform, co-operation, profit sharing, technical education, shorter hours, wage reductions or increases, trade agreements, old age pensions, cost of living, as to anything in fact that may have a bearing on the lives of industrial workers. Many such matters become the subject of further inquiry for the purpose of the *Labour Gazette* or otherwise for the use of the Department, and, particularly when it becomes necessary to make any official calculation or statement as to matters first brought to the attention of the Department in this way, no pains are spared in the effort to learn as far as possible the precise circumstances.

## CHANGES IN PERSONNEL OF STAFF.

The principal change in the staff of the Department during the year was the appointment of Mr. E. Vincelette as translator in succession to the late Mr. Phileas Lanctot, deceased. Mr. Vincelette was designated by the Civil Service Commission, to whom under the Civil Service Amendment Act, 1908, application was made for an officer to fill the vacant position.

The estimates for the year 1910-11 contained provision, it may be noted, for an accountant for the Department. Hitherto the Department has been without an accountant of its own, the necessary work in this direction being performed by the accountant of the Post Office Department, who was remunerated accordingly. With the expansion of the Department and particularly since the administration by the Department of the Industrial Disputes Investigation Act, 1907, this arrangement, always necessarily inconvenient, became extremely difficult; the further addition to the work of the Department of the duty of administering the Combines Investigation Act made the appointment of an accountant a matter of immediate necessity. Shortly before the close of the financial year the Civil Service Commission held a competitive examination, as a result of which Mr. E. A. Thomas, who headed the list of successful candidates, was designated for the vacant position and was appointed from April 15 last. Mr. Thomas had had several years' experience in the Department of Agriculture.

Mr. F. W. Giddens, who had been for a number of years in the service of the Department and had acted as secretary to the Deputy Minister was appointed by the Honourable W. L. Mackenzie King as his private secretary shortly after Mr. King's appointment as Minister of Labour.

## CHANGES IN THE STAFF OF CORRESPONDENTS.

The following changes in the staff of correspondents to the *Labour Gazette* occurred during the year, viz.:—



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E. E. Cinq-Mars, to be correspondent for Hull, Que., and district, to replace Rod. Laferrière, deceased.

John Markey, to be correspondent for Woodstock, Ont., and district, to replace M. W. N. McElheran, resigned.

W. B. McNeil, to be correspondent for Regina, Sask., and district, to replace Hugh Peat, resigned.

Edwin Howell, to be correspondent for Calgary, Alta., and district, to replace George Howell, resigned.

J. P. McMurphy, to be correspondent for New Westminster, B.C., and district, to replace D. J. Stewart, resigned.

Mr. George Ritchie, Barrister, Toronto, was appointed Legal Correspondent, filling the position vacated by Mr. E. Douglas Armour, who had been compelled by ill-health to resign during the preceding financial year.

## I.—THE LABOUR GAZETTE.

The *Labour Gazette*, the official journal of the Department, was issued monthly during the past year in both French and English, as previously. In general scope and character the journal was much the same as in preceding years.

Beginning with the January, 1910, issue, an important new feature was added, namely, a table showing retail prices of some thirty leading articles of consumption in the more important centres of population throughout Canada. During the session of the Parliament of Canada, also, a review of the various Bills, Motions, Debates, &c., affecting labour was published from month to month, this being a second new feature of the year.

In the main the contents of each issue of the *Labour Gazette* fall under the three following headings.

I. A comprehensive review of industrial and labour conditions throughout the Dominion during the preceding month. This matter is further sub-divided into (a) a general summary covering the Dominion as a whole, this being the opening article of each number; and, (b), a series of reports from the local correspondents of the Department residing in the several cities of the Dominion.

II. *Special articles* embodying the results of investigations conducted by the Department, or having reference to current events of importance.

III. *Statistical and other monthly returns and statements*, including separate articles dealing with immigration and colonization, trade disputes, industrial accidents, recent legal decisions, proceedings under the Industrial Disputes Investigation Act of 1907 with the text of the findings of Boards thereunder, and reviews of blue books and other official publications received by the Department. The text of important industrial agreements received from time to time, and a periodical return of changes in wages and hours of labour may also be included under this heading.

## I.—MONTHLY REVIEW OF INDUSTRIAL AND LABOUR CONDITIONS.

In previous annual reports a detailed description has been given of the scope and plan of the general summary of industrial and labour conditions which constitutes the opening article in each issue of the *Labour Gazette*, as well as of the method in which the material embodied therein is collected by the Department. In like manner the procedure followed by the several correspondents of the *Labour Gazette* in preparing their monthly reports has been fully described. The reader is referred in particular to pages 16 to 18 of the annual report for the financial year ended March 31, 1909, for complete information on these points.

## 2.—SPECIAL ARTICLES.

## (1) Industrial Disturbances in the Coal Fields of Nova Scotia.

Of the labour disputes of the year, the protracted series of strikes which occurred in the coal fields of Nova Scotia caused a greater amount of loss through

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this cause than any other development of the year, involving as they did several thousands of employees. The disturbances arose primarily out of a struggle between two rival labour organizations, namely, the Provincial Workmen's Association and the United Mine Workers of America, concerning the enrollment of members and the question of recognition by the employing companies. Three strikes resulted from this conflict, namely, among employees of the Dominion Coal Company at Glace Bay, N.S.; among employees of the Inverness Railway & Coal Company at Inverness, N.S., and among the employees of the Cumberland Railway & Coal Company at Springhill, N.S. In two of the above disputes, namely, the first and the third mentioned, the points at issue between the parties had been previously dealt with by Boards appointed under the Industrial Disputes Investigation Act. In recording the proceedings and findings of these Boards the *Labour Gazette*, accordingly, contained a detailed description of the origin and causes of the dispute. In addition, after the declaration on July 6, of the strike at Glace Bay by the United Mine Workers of America, a special article dealing with the immediate circumstances and progress of the dispute was published. In view of the protracted nature of their conflicts and the importance of the matter to the community, a special investigation into conditions in the coal mining industry throughout the Province of Nova Scotia was conducted by Mr. F. A. Acland, Deputy Minister of Labour, by direction of the Honourable the Minister of Labour, during the first half of September. Mr. Acland visited every important centre of the coal mining industry in Nova Scotia and discussed the current situation in its general bearing with the Managers of the leading collieries, with representatives of the workmen affected, and with prominent citizens in the thirteen cities and towns mostly interested. His report appeared under date of September 25, and was presented by the Honourable the Minister of Labour to Parliament in blue book form in the closing week of November. Opening with a brief statistical survey of the coal mining industry of Nova Scotia, the report reviewed at some length the origin and history of the struggle and the circumstances attending the three strikes then in existence. A comprehensive review of the report containing a reprint of the more important findings was published in the *Labour Gazette* for December, 1909.

## (2) Special Investigation into Wholesale Prices in Canada During the Past Twenty Years.

During the past year a comprehensive investigation was carried out by the Editorial Staff of the *Labour Gazette* into the course of wholesale prices in Canada during the past twenty years, namely, from 1890 up to the end of the year 1909. The results were issued in a special blue book, a detailed review of which is given in a separate chapter of the present volume, showing the purposes and methods of the investigation and the nature of the results which it revealed. Prior to the appearance of this report certain portions of its subject-matter were published in the *Labour Gazette*. Thus, the issue for February, 1910, contained the results of the investigation insofar as prices of animals and meats during the period 1890-1909 were concerned, the complete statistical matter collected by the Department in this case and the charts based thereon being published. Accompanying this



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matter were two special articles of an introductory and interpretive character briefly describing the investigation which had been made and outlining the method in which price statistics would be dealt with in future by the Department. In the March issue of the *Labour Gazette* the results of the investigation into the wholesale prices of grains and fodder were given. For complete details as to these and other phases of the investigation see chapter V of the present report.

**(3) The Combines Investigation Act.**

On January 18, the Honourable the Minister of Labour, moved for leave to introduce Bill No. 101 to provide for the investigation of Combines, Monopolies, Trusts and Mergers which may enhance the price or restrict competition to the detriment of consumers; and in so doing furnished to the House an outline of the proposals contained in the Bill, as well as a brief statement of the reasons which suggested its preparation. The remarks of the Minister were reprinted in the *Labour Gazette* for February, 1910, page 888.

**(4) Commission of Inquiry re Technical Education.**

On January 28, an announcement was made by the Honourable the Minister of Labour in the House of Commons outlining the policy of the Government regarding the appointment of a Commission to investigate the needs of Canada in respect to technical education. The opinion of the Government, he stated, was that in the national interest a Commission on Technical Education should be appointed and that considering the importance of the subject the proposed Commission should have an opportunity of visiting other countries to study the systems and methods of technical education obtaining there.

On December 13, a communication was addressed by the Minister of Labour to the Premiers of the several Provinces in which the latter were asked whether the appointment by the Federal authorities of a Commission on Technical Education would meet with the approval of the Provincial Government, and also whether exception to such a course would be taken on grounds of jurisdiction. The letter of the Minister of Labour in this connection and the replies received from the several provinces were reprinted in the *Labour Gazette* for February, 1910.

**(5) Dispute Among the Fishing Population of Gaspé.—Special Investigation by Fair Wages Officer of Department.**

During the month of September, 1909, a disturbance arose among the fishing population of the peninsula of Gaspé, Que., with reference to the prices paid for fish by the local merchants. The dispute led to rioting among the fishermen and two Government steamers were despatched to the vicinity for the purpose of restoring order. Inasmuch as the industry affected is of importance, and as information with regard to the condition involved was difficult to obtain through the ordinary channels, owing to the extent and remoteness of the territory affected, the Honourable the Minister of Labour instructed Mr. Victor DuBreuil, one of the fair wages officers of the Department, to proceed to the scene of the disturbance in order to make investigation as to the causes and to report thereon to the Depart-

ment. After an inquiry of some days' duration Mr. DuBreuil presented a written report to the Minister, which was printed in full in the *Labour Gazette* for November, 1909. The report dealt with the nature of the industry, the localities concerned, the character of the population, the causes of the disturbance, involving the price of fish, the profits of local merchants, the use of the "truck" system and the employment of inadequate weighing methods. The report also gave details as to the average earnings of the fishermen and the origin, progress and results of the disturbance.

#### (6) Other Investigations by Fair Wages Officers.

Several investigations were made during the year by the Fair Wages Officers of the Department into complaints of alleged violations of fair wages schedules. A reference to the nature and result of these investigations may be found in special articles in the December, 1909 and February, 1910, issues of the *Labour Gazette*.

#### (7) Wages of Railway Employees, Agricultural Labour and Unskilled Labour.

With the increasing industrial activity which marked the advance of the season of outdoor activity during 1909, there was a considerable increase in the demand for labour in connection with railway construction, farming operations, civic improvements, &c. This was reflected in the wages of these classes, which showed at some points a considerable advance compared with rates prevailing earlier in the season. During the month of October the Department obtained from the correspondents of the *Labour Gazette* a return relating to the rates prevailing in their respective districts for the classes in question. In connection with railway employees information was also sought from the leading contractors engaged in the construction of railways throughout Canada. The material collected in this way was presented (in the *Labour Gazette* for November, 1909, pages 593-599) in a tabular statement in which, in addition to the rates quoted, a column of remarks was included in which the tendency of wages since the opening of the spring in the several localities was noted. It was shown that the general tendency had been upward as a result of the increasing activity of labour accompanying the steady revival of trade and industry.

#### (8) Building Operations in Canada, 1908.

The Department repeated during the opening months of 1909, the investigations made in 1907 and 1908 into the nature and extent of building operations throughout Canada during the preceding calendar year. The article is intended to afford an index of the building activity of the year, and to throw light thereby not only on the amount of employment rendered available to workmen in the building trades and in the manufacture of building material, but on the general character of industrial development in Canada during the period covered.

One of the most noteworthy features of the seasons of 1906 and 1907 in Canada was the marked activity in building operations. This received a check during 1908, as the result of the financial stringency of the autumn of 1907. As showing the extent of the check, the value of buildings erected in forty-four cities decreased

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from a total of \$56,305,792 in 1907 to \$49,452,238 in 1908. The year 1907, it will be remembered, also showed a decrease compared with 1906 in the principal cities of the Dominion, though to a less extent than that which occurred in 1908.

Altogether the Department secured detailed information with reference to building operations in seventy-three localities in 1908, the return being complete for all localities having a population of 8,000 or over. The total value of buildings erected in these localities was \$51,223,398.

The article contained a detailed statement showing the nature and extent of building operations during 1908 in all of the more important centres of population throughout Canada, this being accompanied by a tabular statement in which the returns were analysed according as they related to new buildings or to alterations or repairs.

**(9) Labour Organization in Canada During 1909.**

The usual statistical review with reference to the formation and dissolution of labour organizations in Canada during the preceding calendar year was published in the March, 1910, issue of the *Labour Gazette*, page 991. A full list of the unions formed and dissolved was given, with details relating to each based on information collected during the year from the daily press, journals of labour organizations, secretaries of trade unions, correspondents of the *Labour Gazette*, and others.

According to information received by the Department up to the end of February, 1910, the total number of labour organizations formed in Canada during 1909, was 162, and of organizations dissolved, ninety. The following table taken from the article shows by industries and groups of trades the number of labour organizations formed and dissolved in Canada during the past six years:—



DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X., A. R., No. 1.

TABLE SHOWING BY INDUSTRIES AND GROUPS OF TRADES, THE NUMBER OF LABOUR ORGANIZATIONS FORMED AND DISSOLVED IN CANADA DURING 1904, 1905, 1906, 1907, 1908 AND 1909.

Industries of Groups of Trades.	1904		1905		1906		1907		1908		1909	
	Unions formed.	Unions dissolved.	Unions formed.	Unions dissolved.	Unions formed.	Unions dissolved.	Unions formed.	Unions dissolved.	Unions formed.	Unions dissolved.	Unions formed.	Unions dissolved.
Agriculture.....		1										
Fishing.....			5	12		1	1			2		
Lumbering.....						1			1			1
Mining.....	14	4	3	1	7	5	19	2	13	10	25	19
Building.....	35	25	22	13	44	18	41	6	30	27	29	24
Metal.....	25	12	11	13	18	14	43	13	22	10	24	15
Woodworking.....	1	13	54	8	2	2	2	2	1	1	2	1
Printing.....	9	1	12	2	5	3	9	3	13	1	14	1
Clothing.....	20	3	7	4	7	6	8	4	7	8	5	2
Leather.....	1		2	2	3		1	1		1	1	2
Textile.....					11		11	3	1	1	2	2
Food and tobacco pre- paration.....	2	11	7	4	1	1	6		8	5	3	1
Hotel and restaurant employees <sup>1</sup> .....							8		7	5	3	
Railway employees.....							51	20	61	16	28	11
Street railway em- ployees <sup>2</sup> .....							2	1	2		1	1
General transport....	21	18	18	50	19	18	5		4	1	1	2
Navigation.....											4	3
Civic employees.....											1	
Miscellaneous.....	14	14	6	11	13	13	17	3	20	4	9	3
General labour.....	5	7	4	2	4	2	5		2		5	
Trades and labour councils.....	5		2	1	8	2	3		5		3	2
	148	104	103	105	154	85	232	58	196	90	162	90

<sup>1</sup>Included under "Food and Tobacco Preparation" in 1904, 1905 and 1906.

<sup>2</sup>Included under "General Transport" in 1904, 1905 and 1906.

The article also contains tables showing the number of organizations formed and dissolved according to provinces and months. A table showing the number of charters issued and withdrawn in Canada by the leading international organizations during 1909 is added.

#### (10) Renewal of Agreement Between Western Coal Operators' Association and Employees.

The agreement concluded in 1907, between the Western Coal Operators' Association and the United Mine Workers of America, covering the majority of the mines in Alberta and Eastern British Columbia came to an end in March 31, 1909. In connection with the renewal of this agreement a cessation of work occurred in some of the mines. The circumstances under which the negotiations for the new agreement were conducted and the suspension of operations took place were described in a special article in the *Labour Gazette* for April, 1909. The August, 1909, issue contained the text of the new agreement as officially ratified between the Western Coal Operators' Association and the employees of the several companies.

**(11) Co-Operation.**

Several special articles dealing with co-operation were published during the past year. The organization at Hamilton, Ont., of the co-operative Union of Canada was dealt with in the April, 1909, issue of the *Labour Gazette*, the constitution of the Union being reprinted and an outline given of the proceedings of the convention. In the same number a reference appeared to a discussion on co-operation which took place in the House of Commons on March 10. A summary of the first annual report of the Trail Rochdale Co-operative Association of Trail, B.C., was also given. In the issue for July, 1909, a brief report of the annual meeting of the Co-operative Congress of Great Britain was printed. The first semi-annual meeting of the New Westminster Co-operative Association was reported in the September *Gazette*, while the October and November issues contained a complete list of the Co-operative or Peoples' Banks now established in the Province of Quebec, over thirty in number. The annual statement of the Peoples' Bank of Quebec was published in the November issue, which contained in addition articles on the work of the Co-operative Society of Valleyfield, Que., and of the Canadian Co-operative Concern of Hamilton, Ont. In the December issue an experiment in co-operative lobster packing on the Nova Scotia coast was dealt with in a special article. The July, 1909, issue contained a reprint of a paper read before the Twentieth Century Club of Boston on co-operative banking, by Mr. Alphonse Desjardins, President and Manager of the Peoples' Bank of Levis, Canada. The ninth annual report of the bank of which Mr. Desjardins is president was reviewed in the *Labour Gazette* for February, 1909.

**(12) Legislation Affecting Labour.**

The *Labour Gazette* contained during the past year as in previous years a series of reviews of the legislation enacted by the Dominion Parliament and by the Legislatures of the several Provinces during 1909 affecting industrial and labour conditions. Nine special articles were published in this connection.

**(13) Special Reports of Important Meetings of Trades and Labour Congresses, Manufacturers' Associations and Other Public Bodies.**

Special reports were published during the past year of the following meetings: the twenty-fifth annual convention of the Trades and Labour Congress of Canada, held at Quebec, Que., September 20-24; the first annual meeting of the Canadian Federation of Labour, held at Ottawa, Ont., September 28, October 1; the thirtieth annual convention of the Grand Council of the Provincial Workmen's Association, held at Halifax, N.S., September 21-24; the fifth annual meeting of the Fishermen's Union of Nova Scotia, held at Halifax, during September; the forty-second annual congress of the Trades' Unions of Great Britain, held at Ipswich, England, September 6-11; the twenty-ninth annual convention of the American Federation of Labour, held at Toronto, Ont., November 8-20; the thirty-eighth annual convention of the Canadian Manufacturers' Association held at Hamilton, Ont., September 14-17; the eleventh annual meeting of the Canadian

Mining Institute held at Montreal, Que., March 3-5; the third annual convention of the Union of New Brunswick Municipalities, held at Moncton, N.B., March 10-11; the fourth quinquennial congress of the International Council of Women, held at Toronto, Ont., June 24-30; the twenty-fifth annual convention of the Association of Officials of Bureau of Labour Statistics of America, held at Rochester, N. Y., June 15-18; the twenty-third annual convention of the International Association of Factories' Inspectors, held at Rochester, N. Y., June 15-18; the third annual meeting of the Western Canada Irrigation Company held at Lethbridge, Alta., August 5-6; the Interstate Conference on industrial accidents held at Atlantic City, N. J., July 23-31; the twentieth annual convention of the Canadian Association of Stationary Engineers held at London, Ont., July 27-30; the thirty-fifth annual meeting of the Dominion Grange held at Toronto, Ont., during November; the inaugural meeting of the Canadian Conservation Commission held at Ottawa, Ont., January 18-21; the fifth annual conference on Child Labour held at Chicago, Ill., January, 1909.

Separate reports were also published of interviews held by representatives of the Trades and Labour Congress of Canada and the Canadian Federation of Labour with the Dominion Government for the purpose of presenting resolutions and other views expressed at the meetings of these bodies above referred to. An interview during November of the Legislative Board of the Brotherhood of Railway Trainmen with the Honourable the Minister of Labour was also reported under a separate article in the *Labour Gazette*, as was an interview granted by the Minister to a deputation from the Canadian National Association of Builders, which asked for the application of the Industrial Disputes Investigation Act, 1907, to the building trades. A joint committee representing the Trades and Labour Congress of Canada and the Toronto Trades and Labour Congress had an interview with the Government of Ontario respecting night work for women; this interview was also specially reported in the *Labour Gazette*.

#### (14) Other Special Articles.

The following is an enumeration of the subjects in addition to those above mentioned which were dealt with in special articles in the *Labour Gazette* during the past year:—

1. *Public Ownership of Interior Elevators*.—A statement of the reply of the Interprovincial Council of Farmers' Association of the Prairie Provinces to a joint pronouncement made by the premiers of these provinces during January. (*Labour Gazette*, April, 1909, page 1104).

2. *Factory Inspection in New Brunswick*.—A review of the annual report of the Inspector of Factories for the Province. (*Labour Gazette*, April, 1909, page 1101).

3. *Increases to Employees of Government Railways*.—A statement made by the Honourable the Minister of Railways and Canals in the House of Commons showing the increases granted to the employees, on the Intercolonial Railway system during 1907-1908. (*Labour Gazette*, April, 1909, page 1,117).

4. *Rural Mail Delivery in Canada*.—A review of the regulations issued by the Post Office Department of Canada. (*Labour Gazette*, April, 1909, page 1118).



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5. *School Savings Bank, St. Louis, Que.*—Financial statement of the *Economie Scolaire de la Ville de St. Louis, Que.* (*Labour Gazette*, April, 1909, page 1118).

6. *Protection of Railway Employees.*—Copy of a regulation issued by the Board of Railway Commissioners with reference to train equipment, qualifications of train crews, &c. (*Labour Gazette*, April, 1909, page 1211).

7. *Progress on National Transcontinental Railway.*—A table dealing with the eastern section of the road was presented to the House of Commons by the Honourable Minister of Railways and Canals during March, 1909. (*Labour Gazette*, April, 1909, page 1122). A similar review dealing with the progress of the entire system was presented by the Minister in February. (*Labour Gazette*, March, 1909, page 1008).

8. *Insurance of Immigrants.*—A notice of an arrangement adopted by the Salvation Army International Immigration Office of London, England, whereby immigrants are insured against loss of luggage, sickness, accident and unemployment. (*Labour Gazette*, April, 1909, page 1134).

9. *Establishment of British Trade Agencies in Canada.*—A reference to the establishment of a system of British trade agencies throughout Canada, with a review of a report by His Majesty's Trade Commissioner of the Dominion of Canada dealing with British trade prospects in Canada. (*Labour Gazette*, May, 1909, page 1247).

10. *Old Age Pension Fund of International Typographical Union.*—A brief descriptive article. (*Labour Gazette*, May, 1909, page 1247).

11. *The Canadian Tobacco Industry.*—Reference to the action of the Department of Agriculture, Canada to encourage the curing and proper treatment of Canadian tobacco. (*Labour Gazette*, June, 1909, page 1341).

12. *Penny Bank of Toronto, Ont.*—A review of the third annual report. (*Labour Gazette*, June, page 1341).

13. *The British Welcome League, Toronto, Ont.*—A review of the second annual report. (*Labour Gazette*, June, 1909, page 1342).

14. *The Provincial Workmen's Association of Nova Scotia.*—A list of the lodges in good standing. (*Labour Gazette*, June, 1909, page 1342).

15. *Toronto Free Employment Bureau.*—A reference to the establishment by the Associated Charities of a bureau as an agency for receiving work for the unemployed during the winter. (*Labour Gazette*, June, 1909, page 1343).

16. *The Massachusetts Bureau of Labour.*—An extension of this, the oldest State Department of Labour on the continent, was carried out in May, 1909. (*Labour Gazette*, June, 1909, page 1344).

17. *Dominion Steel Workers' Mutual Benefit Society.*—A review of the annual report. (*Labour Gazette*, June, 1909, page 1344).

18. *Resuscitation from Apparent Death from Electric Shock.*—Reprint of a circular issued by the Board of Railway Commissioners for Canada giving instructions in the latest methods of resuscitation from the effects of electric shock. (*Labour Gazette*, June, page 1345 and July, 1909, page 111).

19. *Welfare Work of the Lake Carriers' Association of Cleveland, Ohio.*—A description of the action of this Association in providing assembly rooms, funeral expenses, relief, &c., for its members. (*Labour Gazette*, June 1908, page 1353).

20. *Factory Legislation and Inspection in Canada*.—A list of the Factory Acts of the Dominion and the names and addresses of the inspectors at present on the staffs of each province. (*Labour Gazette*, July, 1909, page 130).

21. *The Montreal Street Railway Company's Mutual Benefit Association*.—A review of the annual statement. (*Labour Gazette*, August, 1909, page 242).

22. *International Arrangement re Deep-sea Fisheries of the British Columbia Sea Coast*.—A description of the action of the Customs Department of Canada to confine in the future the privilege of obtaining bait by the American fishing vessels to those who entitle themselves to the same by bonding their fish from Canadian ports. (*Labour Gazette*, August, 1909, page 243).

23. *Forest Fires in Canada During 1908*.—An estimate by the Department of the Interior of the loss caused by forest fires in Canada during 1908. (*Labour Gazette*, September, 1909, page 326).

24. *Rehabilitation of the Oyster Fisheries of the Maritime Provinces*.—A report of a meeting of representatives appointed by the Governments of the three Maritime Provinces for the purpose of discussing the question. (*Labour Gazette*, October, 1909, page 491).

25. *Welfare Work by the Canadian Pacific Railway Company*.—A detailed description of the Welfare Work undertaken by this Company for the benefit of its employees numbering over 70,000 men. (*Labour Gazette*, October, 1909, page 488).

26. *Canadian Government Annuities Act, 1908*.—An address on the Act by the Superintendent of Annuities. (*Labour Gazette*, October, 1909, page 483).

27. *Canadian Peace Arbitration Society*.—An article dealing with the steps taken to organize the society and to circulate a petition in memory of the Century of Peace between Canada and the United States. (*Labour Gazette*, October, 1909, page 480).

28. *Mining Disaster at Extension, B.C.*—A report of a disaster by which thirty-two miners lost their lives by an explosion in the coal mines at Extension, B.C. (*Labour Gazette*, November, 1909, page 600).

29. *Ontario Milk Commission*.—A report of the proceedings of the Commission appointed by the Government of Ontario to investigate the milk supply of the Province. (*Labour Gazette*, 1909, page 584).

30. *The Canadian Export Bureau*.—A statement with reference to an index of Canadian manufacturers, exporters and producers being compiled by the Department of Trade and Commerce, Canada. (*Labour Gazette*, November, 1909, page 580).

31. *Government Chilling and Packing Plants in Alberta*.—A statement descriptive of the situation following the presentation of a report by a committee appointed by the Government of Alberta to report upon and investigate this matter. (*Labour Gazette*, November, 1909, page 583).

32. *Civic Federation of London, Ont.*—Report of action taken at London, Ont., looking to the formation of a civic federation. (*Labour Gazette*, December, 1909, page 693 and March, 1910, page 1010).

33. *The Railroad Young Men's Christian Association*.—A description of the work of this organization throughout Canada. (*Labour Gazette*, January, 1910, page 811).

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34. *Pension Fund for Employees of the Michigan Central Railway Company.*—A review of pension arrangements which went into effect on January 1, 1910. (*Labour Gazette*, February, 1910, page 914).

35. *The Edward Medal.*—A reference to the extension by His late Majesty, King Edward VII., of the scope of the Edward medal so as to admit of its being awarded to those who in the course of any industrial employment endanger their lives in saving or endeavouring to save the lives of others from perils in connection with such employment. (*Labour Gazette*, March, 1910, page 1068).

36. *Dominion Coal Company, Limited, Employees relief Fund, Reserve Branch.*—The fourteenth annual statement. (*Labour Gazette*, April, 1909, page 1118).

37. *Dispute in the Boot and Shoe Trade, Quebec, Que.*—An account of the settlement of a number of differences by the formation of a joint conciliation Board to which all matters in dispute, present or future, are to be referred. (*Labour Gazette*, December, 1909, page 900).

## (15) Special Reviews.

Several publications received at the Department were reviewed in special articles as being of particular interest to industry and labour. The following publications were reviewed in this way:—

1. The ninth annual report of the Department of Labour, describing the work of the Department during the fiscal year ended March 31, 1909.

2. An exhaustive report by a special Labour Commissioner of the State of California on the subject of remedies for strikes and lockouts, recommending the enactment of a law following closely the lines of the Canadian Industrial Disputes Investigation Act, 1907.

3. The report of the Nova Scotia Commission on hours of labour. A progress report of this Commission was also reviewed.

4. A booklet issued by the Superintendent of Government Annuities, descriptive of the plan whereby employees may be insured by employers under the Canadian Government annuities system.

5. The report of the Royal Commission on the Poor Laws of the United Kingdom, dealing with the administration of the Poor Law, the Unemployed Workmen Act and the Old Age Pensions Act.

6. The Year Book, 1909, of the Builders' Exchange of Montreal.

7. A bulletin issued by the Department of Mines, Canada, dealing with the peat bogs and peat industry of Canada, by Erik Nyltsom.

8. A special report of the Department of Mines, Canada, dealing with the iron ores of Nova Scotia, by Dr. J. E. Woodman.

9. The report of the British Board of Trade on strikes and lockouts and the proceedings of Conciliation Boards in Great Britain during 1908.

10. A report on public health and social conditions in Great Britain by the Local Government Board of the United Kingdom.

11. An estimate by Mr. J. B. Challies, C.E., of the Department of the Interior, Canada, on the water powers of Canada, prepared for the purpose of the North American Conservation Conference.



12. Report of the Royal Commission of Great Britain on the administration of Poor Laws and the Relief of distress.

13. Report by Mr. Cyril Jackson on Boy Labour in Great Britain, being an appendix to the report of the Royal Commission on the Poor Laws and the relief of distress in the United Kingdom.

14. Sixteenth report of the Labour Department of Great Britain on trade disputes.

15. Report of an investigation conducted by the British Board of Trade into the cost of living in French towns.

16. Report by the British Board of Trade on the earnings and hours of labour of workpeople in the textile trades of the United Kingdom during the year 1906.

17. Report of the United States Commissioner of Corporations on the history and development of the tobacco industry in the United States.

18. Report on the binder twine industry of Canada, by Mr. J. L. Haycock, Dominion Inspector of Binder Twine.

19. Bulletin issued by the Census and Statistics Office of the Department of Agriculture, Canada, dealing with the beet sugar industry of Canada.

20. Report of a Departmental Committee appointed by the Home Office of Great Britain to inquire into the operation of the Truck Act.

21. Report of the Board of Trade, Great Britain, upon matters connected with the establishment and working of Railway Conciliation Boards.

22. Report of a Royal Commission appointed by the Government of the Province of Quebec under a special statute passed in 1907, to inquire into the question of responsibility in connection with accidents to workmen.

23. Report of the Commission of inquiry into the use of opium in the Straits Settlement and the Federated Malay States.

24. Report of a special officer of the Department of Customs of Canada on the woollen industry in Great Britain.

### III.—STATISTICAL AND OTHER PERIODICAL RETURNS AND STATEMENTS.

#### 1. Changes in Rates of Wages and Hours of Labour.

Departmental arrangements for securing the publication of a detailed statistical report of current changes in wages and hours of labour throughout Canada were continued during the past year. A brief reference was made in each issue of the *Gazette* to the more important changes of the preceding month, the final statistical analysis being reserved for treatment in special articles.

Wages during the first six months of 1909 were for the most part stationary throughout Canada. During the opening months of the year, there was a tendency in certain branches towards lower levels, though the rates of the preceding winter were, on the whole, maintained. On the opening of activity in the spring, the schedules for 1908 for skilled labour were, for the most part, renewed, but unskilled labour in the railway construction camps and elsewhere started on lower rates than had prevailed in the autumn of 1908. River drivers in the Ottawa valley obtained a higher rate than in the preceding year. As the season advanced, however, and the increase in general industrial activity became pronounced, the wages of employees in several branches, chiefly among unskilled

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labourers and railway construction employees, showed a strong upward tendency. Among railway operatives, also, the upward tendency which characterized the wages of these classes in 1897 and 1898 was maintained. Civic employees and various skilled trades, including the building, metal and woodworking trades, reported wages firm to upward, but with very few important changes except in the printing trades where improved conditions with respect to wages and hours were secured in several localities. The increased activity of manufacturing had completely arrested the downward tendency in wages which was marked in 1908.<sup>1</sup>

## 2. Immigration and Colonization.

Publication was continued of the latest statistical information available from month to month with regard to immigration and colonization, the materials for the article being obtained from the Department of the Interior under an arrangement first completed in 1904. The returns published in the article relate to immigrant arrivals, the number of homestead entries made, the nationality of homesteaders and the area of Dominion lands patented. Certain statistical information issued monthly by the Board of Trade of Great Britain with reference to emigration from Great Britain to British North America, is also reviewed monthly, together with a return of land sales of certain companies operating in Canada.

During the calendar year 1909, a total of 184,281 immigrants entered Canada. This shows a considerable gain compared with 1908 when the total was 148,700, the increase being made up almost entirely in arrivals from the United States. The year however, was still considerably below 1907, the most active immigration year reported in Canada, when the number of immigrants was 277,376, being an increase of about 22 per cent as compared with the returns of 1906.

Homestead entries during 1909 totalled 37,061, compared with 38,559 in the preceding year.

By an Order-in-Council the head tax of \$500 on Chinese wishing to come into Canada to take up higher branches of study was removed during May, 1909, so as to permit of *bona fides* students to come and go freely on proof of good faith.<sup>2</sup>

## 3. Industrial Accidents.

The record of industrial accidents, begun some years ago in the *Labour Gazette*, was continued during the past year, the form of the monthly article and the method in which the materials were collected being unchanged from preceding years.<sup>3</sup> An analysis of the record of accidents, both fatal and non-fatal, is published as a separate chapter of the present volume.

<sup>1</sup>A table showing the rates for farm hands, railway construction employees and unskilled labour throughout Canada was published in the *Labour Gazette* for November, 1909, pages 594-6. From detailed statements with regard to wages' changes uring 1909, see the *Labour Gazette* for September, 1909, page 363, and for March, 1910 page 1046.

<sup>2</sup>A reference to the Order-in-Council is published in the *Labour Gazette* for June 1909, page 1357.

<sup>3</sup>For a description of the manner in which this material is presented, see the annual report of the Department of Labour for the fiscal year ending March 31, 1909, page 42.

#### 4. Trade Disputes.

Similarly, the monthly article dealing in detail with strikes and lockouts throughout the Dominion has been continued, the form and scope of the article being unchanged. The main feature of the article is a statistical table giving full details with regard to every strike occurring in Canada, classified in a form convenient for reference, and accompanied by a descriptive article and tabular analysis in which the disputes are shown according to trades, provinces, causes, methods of settlement and results, together with an estimate of the approximate number of workmen affected and the aggregate loss of time in working days.

In the January, 1910, issue of the *Labour Gazette* (page 796) a review was published of the trade disputes occurring during the calendar year 1909. The total number of strikes and lockouts in existence in Canada during 1909 was sixty-nine, the same number as in 1908, but much less than in any previous year of which the Department has a record. There was, however, a considerable increase in the loss of time to employees caused by trade disputes, as a result of the strikes among coal miners in Nova Scotia, Alberta and eastern British Columbia, which deprived a large number of miners of work for several months. There were approximately 17,881 employees involved directly and indirectly in trade disputes in 1909, compared with approximately 26,232 in 1908. The loss of time in working days was approximately 842,275 in 1909, compared with approximately 718,443 in 1908. In 1907 there were 34,694 employees involved in trade disputes and the loss of time in working days was 603,986.

#### 5. Retail Prices of Staple Articles of Consumption.

With the January, 1910, issue of the *Labour Gazette*, publication was begun of a monthly table of retail prices of staple articles of consumption throughout Canada. For some time previous, the opening article of each issue contained a paragraph in which reference was made to fluctuations in prices both in reflecting current industrial conditions and as bearing on the cost of living. In accordance with the decision of the Department to deal in future in a more comprehensive and systematic way with the subject of prices, wholesale and retail prices will be given separate treatment, the former being regraded as especially indicating industrial and trade sentiment and the latter as more directly reflecting the cost of living to the individual. The manner in which the statistics regarding wholesale prices will be presented is described in detail elsewhere in the present report.

With regard to retail prices, the table which now forms a feature of each issue is designed to show the prices prevailing on or about the fifteenth day of each month of the commodities entering chiefly into the cost of living. As these prices vary to a degree according to local conditions, separate statistics are given for nearly all localities having a population of 10,000 and upward throughout Canada, the information being furnished by the correspondents to the *Labour Gazette* under detailed instructions as to sources of information, quality of goods to be quoted, etc. The list of commodities consists of twenty-eight varieties of food, with fuel and coal oil. A statement is added in each case of the rental of a representative workingman's dwelling of the better class in the quarter most



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occupied by workingmen. The exact quality for which quotations are given is set forth in the table for each commodity and every care has been taken to ensure that the quotations refer throughout to the same class of commodity, in order that the statistics may be available for purposes of comparison. It is the intention of the Department to analyse these statistics as a way to show fluctuations in the cost of living throughout the Dominion as a whole, as well as the comparative cost of living in different centres.

### 6. Recent Industrial Agreements.

Since the year 1906 the Department has published from time to time in the *Labour Gazette* the text of the more important agreements concluded between employers and employees in the different trades throughout Canada; this practice was continued during the past year. Agreements effected under the Industrial Disputes Investigation Act, 1907, and published in the *Labour Gazette*, are referred to in the portion of this report dealing with the administration of the Act. Other agreements published in the *Labour Gazette* during the year were as follows:—

1. Agreement between the Hamilton Street Railway Company and its employees.
2. Agreement between the Master Builders' Association of Hamilton, Ont., and the Bricklayers and Masons' Union, No. 1, of Hamilton.
3. The tariff governing the wages of boatmen at Quebec, Que., during the season of 1909.
4. Agreement between the Master Builders' Exchange of Edmonton and the Bricklayers' International Union of Edmonton, Alta.
5. Agreement between the Employing Printers of Ottawa and Ottawa, Ont., Typographical Union, No. 102.
6. Agreement affecting the wages of printers at Hamilton, Ont.
7. Agreement between the shipping companies of Montreal, Que., and the longshoremen of that Port for the season of 1909.
8. Agreement between the Builders' Exchange of the County of Waterloo, Ont., and the Bricklayers, Masons and Plasterers' Unions at Berlin, Galt, Preston and Hespeler, Ont.
9. Agreement between the Master Builders' Association of Ottawa and the Bricklayers and Stonemasons' Unions of Ottawa, Ont.
10. Agreement between the Quebec, Railway, Light & Power Company and trainmen in its employ.
11. Renewed agreement between the Dominion Coal Company, Sydney, N.S., and the Provincial Workmen's Association.
12. Agreement between employing printers of Quebec, Que., and Typographical Union, No. 302 of Quebec.
13. Agreement between the employing printers of Quebec, Que., and the Printing Pressmen & Assistants' Union, No. 152 of Quebec.
14. Agreement governing Granite Workers at Beebe Plain, Que.

### 7. Reviews of Official Reports and Blue Books.

In addition to the publications above mentioned as having been specially reviewed in the *Labour Gazette* a considerable number of official reports and blue books of interest from the standpoint of industry and labour were reviewed as in previous years under the heading of "Reports of Departments and Bureaus"

which appeared in each issue of the *Gazette*. A complete list of these reports classified according to the governments by which they were issued is given below. Altogether the publications noticed in this way numbered eighty-three, of which thirty-one were issued by the Dominion of Canada; twenty by the various provinces of the Dominion; ten by Great Britain; five by Australia; two by New Zealand; fifteen by the United States and one by France.

### CANADA.

1. Railway statistics of the Dominion of Canada for the year ending June 30, 1908.
2. Annual report of the Department of the Interior for the fiscal year ending March 31, 1908.
3. Criminal statistics for the year ended September 30, 1907.
4. Third report of the Board of Railway Commissioners for Canada for the year ended March 31, 1908.
5. Department of Railways and Canals; canal statistics for the season of navigation 1908.
6. Summary report of the Geological Survey Branch of the Department of Mines for the calendar year 1908.
7. Summary report of the Mines' Branch for the nine months ended December 31, 1908.
8. Abstract of statements of insurance companies in Canada for the year ended December 31, 1908.
9. Department of Mines, Mines' Branch: Report on the iron ore deposits of Nova Scotia, Part I by J. E. Woodman, 1908.
10. Department of Mines, Mines' Branch, Bulletin No. 1: Investigation of the peat beds and peat industry of Canada during the season 1908-9 by Erik Nylstrom and S. A. Anrep, M.E., 1908.
11. Department of the Interior: Annual report of the Topographical Survey Branch, 1907-08.
12. Special grain reports of the Department of Trade and Commerce, Canada, 1909.
13. Report of the Department of Customs, containing tables of imports, exports and navigation of the Dominion of Canada for the fiscal year ending March 31, 1909.
14. Reports, returns and statistics of the Inland Revenues of the Dominion of Canada for the year ended March 31, 1909.
15. Annual report of the Department of Indian Affairs for the year ended March 31, 1909.
16. Report of the Postmaster-General for the year ended March 31, 1909.
17. Report of the Superintendent of Forestry: Part VIII of Annual report of the Department of the Interior, Ottawa, 1909.
18. Report of the High Commissioner for Canada for the year ended March 31, 1909.
19. Report of G. Bogue Smart, Inspector of British Immigrant children and receiving homes for year ended March 31, 1909, Part II, annual report of the Department of the Interior.
20. Report of the Minister of Public Works on the works under his control for the fiscal year ended March 31, 1909.
21. Annual report of the Department of Railways and Canals for the fiscal year from April 1, 1908 to March 31, 1909.
22. Report of the Minister of Agriculture, Canada, for the year ended March 31, 1909.
23. Report of the Department of Trade and Commerce, Canada, for the fiscal

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- year ended March 31, 1909, Part IV, Canadian trade, miscellaneous information.
24. Report of the Minister of Justice as to penitentiaries of Canada for the fiscal year ended March 31, 1909.
  25. Department of Mines, Geological Survey Branch: The coal fields of Manitoba, Saskatchewan, Alberta and Eastern British Columbia, by D. B. Dowling, Ottawa.
  26. Report on the iron ore deposits along the Ottawa and Gatineau Rivers by Fritz Cirkel, M.E., Mines Branch, 1909.
  27. A descriptive sketch of the geology and economic minerals, Canada, by G. A. Young; introduction by R. W. Brock, Director of Geological Survey, Ottawa, 1909.
  28. Report of the Commissioners of the Transcontinental Railway for the year ended March 31, 1909.
  29. Railway statistics of the Dominion of Canada for the year ended June 30, 1909.
  30. Annual report of the Department of the Interior for the fiscal year ended March 31, 1909.
  31. The production of iron and steel in Canada during the calendar years 1907 and 1908, by John McLeish, B.A., Department of Mines, Ottawa.

*NOVA SCOTIA.*

1. Report of the Department of Mines of Nova Scotia for the years ended September 10, 1907 and September 30, 1908.

*NEW BRUNSWICK.*

1. Report of the Department of Agriculture of the Department of New Brunswick, 1908.

*QUEBEC.*

1. General report of the Minister of Public Works and Labour of the Province of Quebec for the year ending June 30, 1908.

*ONTARIO.*

1. Ninth report of the Bureau of Labour of the Province of Ontario for the year ending December 31, 1908.
2. Report of the re-forestation of waste lands in Southern Ontario, 1908.
3. Seventeenth annual report of the Bureau of Mines of Ontario, 1908.
4. Sixteenth annual report of the Superintendent of Neglected and Dependent Children of Ontario for 1908.
5. Report of the Minister of Education of Ontario for the year 1908.
6. Third annual report of the Ontario Railway and Municipal Board to December 31, 1908.
7. Thirtieth annual report of the Ontario Agriculture and Experimental Union, 1908.
8. Thirty-ninth annual report of the Inspector of prisons and public charities upon the hospitals, charities, &c., of the Province of Ontario for the year ending September 30, 1908.
9. The silver areas of Gowganda and South Lorrain; eighteenth annual report of the Bureau of Mines, 1908, Vol. XVIII, Part 2, 1908.
10. Second annual report of the Game and Fisheries Department, 1908.



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11. Forty-first annual report of the Inspector of Prisons and Public Charities upon the common gaols of the Province of Ontario for the year ended September 30, 1908.
12. Report of the Minister of Public Works of the Province of Ontario for the year 1908.
13. Appendix to general reports of the Dairymen's Associations of Ontario: List of cheese factories and creameries in operation in Ontario during the summer of 1909.
14. Eighteenth annual report of the Bureau of Mines of Ontario, Part 1, 1909.

*SASKATCHEWAN.*

1. Final report of grain crops and live stock of the Province of Saskatchewan for 1908.
2. Fourth annual report of the Department of Agriculture of the Province of Saskatchewan, 1908.

*ALBERTA.*

1. Annual report of the Department of Public Works of the Province of Alberta for the calendar year 1908.

*GREAT BRITAIN.*

1. Statistical abstract for the British Empire from 1893 to 1907.
2. Report by the Board of Trade respecting proceedings under the Railway Regulation Act, 1893, during the year ended July 27, 1909.
3. Mines and quarries: General report with statistics for 1908 by the Chief Inspector of Mines, Part 1, District statistics.
4. Mines and quarries: General report and statistics for 1907, Part IV, Colonial and foreign statistics.
5. Annual statement of the trade of the United Kingdom with foreign countries and British possessions, compared with four preceding years.
6. Report of Mr. Cyril Jackson and Rev. J. C. Pringle on the effect of employment or assistance given to the unemployed since 1886, as a means of relieving distress outside the Poor Law.
7. Statistics on compensation and of proceedings under the Workmen's Compensation Act, 1906, and the Employers' Liability Act of 1880, during the year 1908.
8. Report of changes in rates of wages and hours of labour in the United Kingdom in 1908, with previous statistics for 1899-1907, 1909.
9. Report of the Chief Registrar of Friendly Societies for the year ending December 31, 1909: Part B, Industrial and Provident Societies.
10. Royal Commission on the Poor Law and relief of distress: Appendix, Vol. XII, Memoranda by individual commissions on various subjects, 1909.

*AUSTRALIA.*

1. Third annual report of the Director of Labour, State Labour Bureau of New South Wales, for the year ended June 30, 1908.
2. Official statistics, Commonwealth of Australia, Commonwealth Bureau of Census and Statistics; Transport and Communication, Bulletin No. 2; Summary of Commonwealth statistics on transport and communication for the years 1901 to 1908.
3. Commonwealth Bureau of Census and Statistics: Population and Vital Statistics; Bulletin No. 14; Vital Statistics of the Commonwealth for the year 1908.

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4. Report of the working of the Factories and Shops' Act, Early Closing Acts; Shearers' Association, Act, &c., &c., during the year 1908.
5. Shipping and oversea migration of the Commonwealth of Australia for 1908.

## NEW ZEALAND.

1. Eighteenth annual report of the Department of Labour of New Zealand, 1909.
2. Report on Workers' Dwellings by the Honourable Minister of Labour, 1909.

## UNITED STATES.

1. Report of proceedings of the Child Labour Conference held at Hartford, Conn., December 4, 1908.
2. Twenty-first report of the Bureau of Statistics of Labour and Industries of New Jersey, for the year ending October 31, 1908.
3. Twenty-third report of the Bureau of Labour Statistics of Connecticut for the two years ending November 30, 1908.
4. Thirty-eighth annual report of Statistics and Labour of Massachusetts for 1907.
5. Twenty-first annual report of the Commissioner of Industrial Statistics of Rhode Island, 1908.
6. Sixth biennial report of the Bureau of Labour Statistics and Factory Inspection of the State of Washington, 1907-08.
7. Thirteenth biennial report of the Bureau of Labour and Industrial Statistics of Wisconsin; Part IV. Factory Inspection, child labour permits and free employment office for 1907-08.
8. Fifteenth annual report of factory inspection, Rhode Island, for 1908.
9. Eleventh biennial report of the Bureau of Labour and Industrial Statistics for the State of Nebraska, 1907-1908.
10. First annual report of the Department of Labour for the State of Oklahoma, 1908.
11. Fourteenth biennial report of the Bureau of Labour and Industrial Statistics (second report) Wisconsin, 1908.
12. Report of New York State Department of Labour Vols. I and II, 1908.
13. Annual report of the Massachusetts Board of Conciliation and Arbitration for the year ended December 31, 1908.
14. Tenth annual report of the Bureau of Labour Statistics of the Illinois Free Employment offices for the year ended September 30, 1908.
15. The Industrial Directory of New Jersey, compiled and published by the Bureau of Statistics of New Jersey, 1909.

## FRANCE.

1. Statistique des grèves et des recours à la conciliation et à l'arbitrage survenus pendant l'année 1907.

## 8. Legal Decisions Affecting Labour.

The record of current legal decisions affecting labour has been continued in the *Labour Gazette* during the past year, as established in the earliest issue of the journal. Altogether there were 178 legal decisions recorded in the *Gazette* during the year past, a statement being given in each case of the more important points at issue and the nature and effect of the decision, together with the Court in which the case was tried, the time and place of the trial, the names of the presiding judge and of the plaintiff and defendant. Important British or United

States cases were described where the principle involved was of interest to the industrial population of Canada.

Among important decisions of the courts during the past year reference may be made to the following: Two judgments of far-reaching importance to union labour in connection with the right of picketting were delivered at Winnipeg in March, 1909, by Mr. Justice Mathers of the Manitoba Court of Appeal and by Mr. Justice Perdue of the same court, respectively, in the case of the Vulcan Iron Works Company *v.* the Winnipeg and Fort Garry lodges of the International Association of Machinists, and in the case of Cotter Bros. *v.* the Winnipeg Plumbers' Union. The last mentioned case was subsequently carried to the Judicial Committee of the Privy Council which gave judgment against the employees. Several convictions of railway operatives for negligence while on duty were made. Of interest from a trade union standpoint, also, were the various actions brought in connection with the affairs of the Provincial Workmen's Association. In connection with the strike of employees of the Dominion Coal Company, legal proceedings were taken by the Company against certain of the strikers for alleged improper picketting, and for the purpose of evicting others from premises owned by the Company. The constitutionality of the provincial Sunday observance law in the Province of Quebec and of the Early Closing Law in Montreal were subjects of decisions in the courts. The enforcement of the Act regulating the sale of opium, passed during the session of the Dominion Parliament of 1908, by several police magistrates throughout Canada were recorded. The decision of the Judicial Committee of the Privy Council in the case of Osborne *v.* the Amalgamated Society of Railway servants and others, involving the question whether it was competent for a trade union to provide for the maintenance of a parliamentary representative by means of a compulsory levy on its members, was one of several British judgments reported in the *Labour Gazette*. Among important United States decisions of the year were, the approval by the Court of Appeal of the District of Columbia of the sentences of imprisonment pronounced against the president, vice-president and secretary of the American Federation of Labour, and the imposition of a fine of \$222,000 upon 200 hat makers at Danbury, Conn., being members of the United Hatters' Union of North America.

Other subjects dealt with in the legal decisions reported in the *Labour Gazette* were, violations of the Alien Labour Act; employers' liability and workmen's compensation for injuries; contributory negligence; wrongful dismissal; the application of masters' and servants' Acts; the enforcement of mechanics' liens; violations of factories Acts; rioting; conspiracy in restraint of trade; damage for negligence of employers and employees; liability of hotel and restaurant keepers; Sunday labour; violation of mines' Acts; employment of alien labour; adulteration of milk; fraud on the part of employment agents; defective performance of work; negligence of contractors; damages under accident insurance policy; enforcement of bread by-law; enforcement of peddlers' by-law, &c., &c., &c.

## 9 Monthly Statement of Proceedings under The Industrial Disputes Investigation Act.

As required by section 29 of the Industrial Disputes Investigation Act reports and recommendations of Boards established under the Act for the adjustment



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of industrial disputes, together with any minority reports, were published without delay in the *Labour Gazette*, a considerable amount of space being devoted from month to month in reporting proceedings of Boards and in connection with applications received at the Department for the establishment of Boards. A detailed statement with reference to proceedings under the Act during the calendar year, all of which has been dealt with in the *Labour Gazette*, will be found as a separate chapter of the present report.

In addition to the above matter, several special articles were published on subjects of interest in connection with the administration of the Act. The text of a judgment by Mr. Justice Taylor in the Superior Court of Alberta in connection with an alleged infringement of the Act was printed in full (\*). During the month of May, 1909, a Bill modelled somewhat closely on the lines of the Industrial Disputes Investigation Act of Canada was introduced in the Transvaal Parliament and was duly passed, two articles being devoted to the subject in the *Labour Gazette* (‡). A reference was also published in the *Labour Gazette* (†) to a measure modelled on the Canadian Act introduced into the Legislature of the State of New York and the State of Wisconsin. The *Labour Gazette* also contained references to the adjustment of disputes between the Canadian Northern Railway Company and its locomotive engineers and maintenance-of-way employees after coming before Boards appointed under the Act (\*\*).

#### 10. Fair Wages Schedules in Government Contracts.

Publication was made in each issue of the *Labour Gazette* of the fair wages schedules prepared by the officers of the Department and inserted in contracts by different Departments of the Government of Canada during the month preceding the date of issue. Altogether, 107 schedules of wages were published in this way during the year, the information, apart from its immediate significance, being of general interest as showing the rates of wages prevailing in the building trades and among other employees in different parts of the Dominion.

\* The *Labour Gazette* for April, 1909, page 1101.

† The *Labour Gazette* for August, 1908, page 226 and for October, 1909, page 459.

‡ The *Labour Gazette* for June, 1909 page 1333.

\*\* The *Labour Gazette* for September, 1909, pages 362-3.

## II.—THE INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

The past fiscal year was the third since the enactment of this measure. The number of disputes dealt with during the year under the provisions of the Act was thirty, and the total references under the Act since its enactment has reached the figure of eighty-two.

With this added experience of the Act there is no reason to depart from the conviction expressed in former years regarding the effectiveness of the measure as a factor in the adjustment of industrial disputes, while on the other hand, there is abundant evidence that the principles on which the Act is based are obtaining continually a wider recognition, both in Canada and elsewhere.

The best evidence of this growth of favourable sentiment within the Dominion is found in the first place in the applications received by the Minister for the extension of the Act to industries other than those to which it now relates, and in the second place in numerous letters received by the Minister during the year from leading representatives of important railway organizations, expressing their approval of certain amendments to the Act effected at the recent session of Parliament and their general endorsement of the measure in its amended form, expressions of opinion of particular value in view of the attitude towards the Act which had been assumed at the time of the enactment of the measure by representatives of the same organizations.

### AS TO EXTENSION OF SCOPE OF ACT.

With reference to the question of the extension of the scope of the Act, it will be remembered that the Trades and Labour Congress, at its annual convention held at Winnipeg, in September, 1907, six months after the Act had come into operation, passed a resolution declaring by a large majority in favour of its extension to all industries; the resolution has never been rescinded, and at subsequent conventions of the body discussions on the Act have centered mainly around the question of certain amendments to the machinery of the Act of the nature now effected, the endorsement of the general principle of the Act, together with the view that it should be extended to other industries, being tacitly continued from year to year. The Canadian Federation of Labour, sent a deputation to the Minister urging an extension of the Act to all industries, while the Builders' Exchange, representing a large proportion of the employing builders of Ontario and Quebec, has on several occasions urged the immediate extension of the Act to the building trade, perhaps the most important of all industries outside of those now within the scope of the Act. It may be added that no action was taken on this point during the recent session of Parliament, it being deemed prudent to give the public some further opportunity of familiarizing itself with the principles and general nature of the Act in the more limited sphere which it at present controls; the amendments actually effected during the past session will be discussed immediately.

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## INTEREST IN THE ACT ABROAD.

Referring to the growth of favourable opinion outside the Dominion, reference should be made in the first place to the extent to which legislation based on the Act is being projected or has been actually accomplished in other countries. Inquiries, it may be remarked, continue to reach the Department almost daily from different parts of the world for the fullest information as to the operation of the Act, showing on the one hand how universal is the trouble to which it relates and on the other hand how ineffective existing legislation on the subject in most countries is conceived to be. The Act has been for the last year or two a favourite subject of debate in high schools, colleges and universities, in the United States perhaps to a larger degree than in the Dominion itself, and innumerable have been the requests received in the Department for information showing the exact procedure and the degree of success or failure achieved under the Act. Similar inquiries have been received from state officials all over the United States and from many foreign countries. It is doubtful if any Canadian Act has ever before been scanned with such intensity and has, on the whole, received such general eulogy. The Minister and the Deputy Minister have been many times requested to address gatherings or to furnish papers discussing the work of the Act, though circumstances have seldom permitted compliance with such requests. Professor Adam Shortt, also, who it will be remembered was Chairman of numerous Boards established during the first eighteen months of the life of the Act, has frequently by request addressed gatherings in Canada and in the United States as to the principles and operation of the Act.

## INTRODUCTION OF SIMILAR MEASURE IN MASSACHUSETTS.

During the recent session of the Massachusetts Legislature an Act embodying the principles of the Canadian measure and modelled closely on its lines was before it for consideration and an active discussion on its merits took place in the United States press; the measure was eventually deferred until the following session for final action.

The Canadian Act and its operations were a factor of the first moment in the discussion of the Bill. The *Springfield Republican*, for instance, after outlining the general character of the measure, remarks: "This plan has proved very effective as applied to public service industries in Canada. It has, as our news columns have already stated, reduced to an almost insignificant total the number of disputes which have been carried on beyond and against the report of a public arbitration board. It would undoubtedly prove effective if applied generally in this State; and if we could succeed in obtaining an arbitration or investigating board, whose personnel commands general confidence, the effectiveness of the plan would be greatly enhanced."

The *New York Sun*, discussing the measure, closes an article in which the measure is carefully summarized with the following somewhat skeptical comment: "Does it follow that because the Canadian law has worked well in its limited sphere a comprehensive law, as proposed by Mr. Luce (the author of the Massachu-



setts measure) would realize his hopes in Massachusetts, where laws are less observed and the police power is less respected and feared than in Canada?" It is worthy of note that the only ground urged for skepticism as to the applicability of the principle of compulsory investigation in Massachusetts involves the payment of a high compliment to the people of Canada.

#### PRINCIPLES OF ACT ADVOCATED IN CALIFORNIA.

In the State of California also the principle of the Canadian Act has been endorsed in an elaborate report presented to the Governor of that State by Mr. Harris Weinstock, a special labour commissioner who was commissioned to investigate the labour laws and labour conditions of foreign countries generally in relation to strikes and lockouts. Mr. Weinstock's report, which is an able document of over 150 printed pages, setting forth concisely the laws on this subject in all civilized communities, strongly recommends legislation on the lines followed by Canada and contains the draft of a measure closely approximating the Canadian Act. It is a curious fact that Mr. Weinstock had been, by independent observation and inquiry, led, as his report states, to the conclusion that the principles forming the basis of the Canadian Act, of which he had at the time never heard, offered the most hopeful and practicable method for dealing with industrial disputes. The closing sentences of Mr. Weinstock's report, as bearing on this point, are specially worthy of note:

It is generally conceded that public opinion is a most important factor in the settlement of labour disputes, more especially when they are of a character likely to affect public convenience or comfort or profit. It is rarely, if ever, that a strike or lockout can succeed that has public sentiment against it. The problem, however, has ever been how, properly, to enlighten public opinion and how to place before it the actual facts involved in a labour dispute as found by a disinterested inquirer in whom the public would have confidence.

With these thoughts in mind it seemed to me that an important stride would be made in the direction of industrial peace, if legislation was created calling for a public inquiry in labour disputes before they had reached the serious stage of strike or lockout.

I realized, however, that any legislation along such lines, in a country such as ours, must at best be experimental. While in that stage, I feel that the proposed legislation should be confined to disputes likely to arise in the conduct of public utilities, since it is strikes and lockouts in these activities that, as a rule, more seriously affect the public welfare. Should the proposed legislation after a fair trial prove a success it would then be in the interest of all concerned to broaden it so that all industries might be brought under its influence.

This conclusion having finally been reached on my part, I forwarded it on paper while in Brussels, Belgium, in the nature of a rough draft of a proposed law.

On arriving in Paris a few days later, I found awaiting me there a packet of printed matter sent me by the Canadian Labour Department through the courtesy of Mr. Doherty of the Canadian Department of Agriculture, whom some months before I had met while in Rome.

Looking over this printed matter, I was surprised to find that my idea had been anticipated by the Deputy Minister of Labour of Canada, Mackenzie

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King, who had recently formulated and had succeeded in getting the Canadian Parliament to pass a public inquiry act. My satisfaction can be understood when I found among other documents in his collection the first annual report just issued by the Canadian Labour Department of the operation of the Act which showed that ninety-seven per cent of the labour disputes submitted to a public inquiry had been amicably adjusted, and that in only three per cent of cases inquired into had there been strikes after an award was made.

Here we have a most striking illustration of the difference in effectiveness between voluntary arbitration and public inquiry. Under *Voluntary Arbitration*, having behind it all the machinery and influence of the State, there are strikes and lockouts in about 97 per cent of cases and peaceful settlement without cessation of work in about 3 per cent of cases. Under *Public Inquiry* we find the very first year of its trial in Canada, when at best the system could not yet have been perfected, 97 per cent of peaceful settlements without cessation of work and but 3 per cent of strikes. Whatever doubts or misgivings I may have had as to the desirability or the practicability of the proposed public inquiry law were removed by the showing made by Canada as the result of an actual application of the principle. Surely, if in California we can, through the medium of public inquiry, adjust peacefully 97 per cent of labour disputes, we shall have accomplished a most important work, and shall have come as near establishing industrial peace as under our system of government is possible.

Sailing from Egypt to India it was my good fortune to meet Mr. Mackenzie King, the framer of the Canadian public inquiry act, to whom I am indebted for valuable hints and suggestions embodied in the following recommendations, which I have the honour to submit herewith to Your Excellency.

It is understood that the California measure was held in abeyance for some time on account of the alleged unconstitutionality of certain of its provisions. This point has, however, been since waived and the measure will now shortly be dealt with in the legislature.

## THE STATES OF WISCONSIN AND OHIO.

An Act similar in character has been introduced into the Wisconsin legislature, again after consultation with the Department of Labour of Canada, and in this case also has been held pending the consideration of the question of constitutionality. The decision in California will, no doubt, affect the situation regarding the Act in Wisconsin, and the action of the legislature of Massachusetts will probably also have its due effect in both cases. The State of Ohio has been in active communication with the Department, various officials and public men having indicated a desire to see whether similar legislation might not be made effective in that State.

## THE POSITION OF ILLINOIS.

In the case of Illinois it is not understood that any definite action has been taken in the direction of legislating along the precise lines of the Industrial Disputes Investigation Act, but at a convention of officers of conciliation boards and boards of arbitration in Washington in January last, which was attended by the Deputy Minister of Labour, the special representative of the Governor of Illinois,

in the course of a paper on Compulsory Arbitration contributed by him to the proceedings of the conference, spoke in the most cordial terms of the principle on which the Canadian Act is based and strongly commended its general features. Mr. C. J. Doyle, the gentleman indicated, said on this point:

It is the hasty, ill-advised strike that causes most of our trouble and at least, half of them could be averted if both sides were required to submit to an impartial investigation and full publicity as to the merits of the controversy. After such investigation the public, which is discriminating in such matters where the facts are known, would soon end a strike were one to take place. It is doubtful if any corporation or labour union would have the hardihood to fly in the face of an educated, enlightened public opinion and for that reason I believe publicity is the strongest weapon that can be used for the maintenance of industrial peace.

The experience of Canada with its Industrial Disputes Investigation Act of 1907 has been most gratifying. Industrial conditions in Canada do not differ materially from those in the United States. The organized workers in both countries belong to the same International Unions. The Canadian Act has not prevented strikes in every instance. It was not expected that it would, but in the first year of its operation 32 disputes out of 35 referred under the law were satisfactorily adjusted. The number of men involved in the controversies referred to was between 25,000 and 30,000. The actual number of boards constituted under the law during the first year of its operation was twenty. That record proves that the Canadian law is well adapted to present-day conditions.

It is, perhaps, unnecessary for me to say much about the Canadian law as you doubtless are all familiar with its provisions. It was enacted on the recommendation of the Deputy Minister of Labour following a prolonged strike of coal miners which caused a coal famine throughout Saskatchewan. Briefly, it prohibits any strike or lockout in any industry affecting a public utility until an investigation has been made and allows a period of thirty days in which to make such investigation.

After the investigation has been completed by an official board created for that particular case and the result of its findings made public, the employer or the union is free to engage in a strike or lockout if they choose. Of course, the board does everything possible to effect an amicable settlement, as well as conduct an investigation and its official report is in the nature of recommendation to one or the other of the parties, or to both. Generally speaking, those recommendations have been accepted without recourse to a strike. Where they have not been and a strike has been called, the same recommendations have sometimes been accepted later to settle the strike.

Though the Canadian law does not in every case prevent strikes, it furnishes an easy and sensible method for adjusting industrial disputes, if either one side or the other has an honest desire to settle. If they have not, there is no law, compulsory or otherwise, that will prevent strikes.

It has been my experience, however, that in a large majority of cases both sides are anxious to avert strikes if a middle ground can be found, and neither one required to forego any principle. In matters pertaining to hours and wages, usually some compromise is possible; in cases where a principle is at stake it is more difficult. Even then, though it is impossible to arbitrate or compromise on a question regarded by either side as a fundamental principle, it frequently is possible by means of intelligent discussion and argument to present a situation in a very different light from that in which it may have been viewed by one side or the other. For that reason the Canadian law of compulsory investigation previous to a declaration of war in industries affecting public utilities, seems to me an admirable one which possesses ad-



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vantage not possessed by the compulsory arbitration laws of Australasia. No edict of a court will convince either a workingman or an employer that he is wrong and the court is right. If he is open to reason and conviction an intelligent argument may convince him that his position is untenable and he will acquiesce cheerfully, where in the other case he might submit rather than go to jail, but would still be dissatisfied.

## SIMILAR MEASURE ADOPTED IN THE TRANSVAAL.

Turning to the other side of the world, South Africa, again we find the influence of the Industrial Disputes Investigation Act in a marked degree. The legislative authorities of the Transvaal had been in close touch with the Department of Labour for a year or two regarding labour legislation generally and on September 27 last, the Minister of Labour received the following letter from the Honourable Jacob de Villiers, Minister of Mines of the Transvaal, saying that a measure had been enacted in that country modelled closely on the lines of the Canadian Act:

I have to thank you for your letter of the 24th July last, and also for the very interesting documents which have been forwarded by Mr. Acland, the Deputy Minister of Labour.

I enclose a copy of the Industrial Disputes Act, as passed in the Transvaal Parliament at its last Session. I regret that I am unable to forward you the official reports of the Debate, as they are not at present available, but will do so later.

The Bill, as you will see, is modelled on practically identical lines with the Canadian Act; changes being made merely to suit differences in local conditions. The Bill received the support of all sections of Parliament, the principle of conciliation and investigation being accepted in preference to that of compulsory arbitration.

In preparing and introducing the Bill I was much assisted by the valuable reports published by your Department.

I wish to tender you the thanks of my Government for your kind offer of co-operation and assistance, which I greatly value and reciprocate.

## EXPERIENCES OF OTHER COUNTRIES.

The interest taken by foreign countries in the Canadian legislation furnishes ground, perhaps, for turning aside for a moment from the discussion of the Canadian Act to glance at the recent experiences of some other countries with respect to industrial disputes. The brief outline given of some of the greater industrial troubles of the world will show how fortunate by comparison has been the experience of Canada, despite the fact that in Canada the year has included several disputes of a more than usually difficult character. The almost universal prevalence of this problem in its keenest aspects constitutes also the strongest reason for continual inquiry and comparison as to practices and methods employed in other countries in dealing with the subject, and it is no slight ground for satisfaction that at the present time there is such widespread testimony to the superiority of the Canadian Act.

## THE PHILADELPHIA STREET RAILWAY STRIKE.

In the annual report of the Department presented last year reference was made to the disastrous strike then just concluded on the part of the street railway employees of Philadelphia, and a contrast was drawn between the method, or more properly speaking, absence of method, of dealing with a dispute of this nature in the great American city, and the method being at the same moment applied to a similar type of dispute in the Canadian city of Winnipeg. Both disputes fell within the financial year just concluded, and were mentioned in the previous report only by a slight anticipation with respect to dates. Reference is again made to the matter because it is possible by so doing still further to illustrate the special usefulness of the Canadian law. The Winnipeg dispute was without cessation of work or obstacle of any kind satisfactorily adjusted before a Board over which presided Rev. Dr. Gordon, the eminent Presbyterian divine and noted novelist (Ralph Connor); the Philadelphia dispute, after tragic street scenes and long continued disorder, was quieted without being adjusted, only to be renewed more violently than ever during February and March of the present year. Again the streets of the city became the scene of pitched battle, in the progress of which many scores of citizens were killed and wounded. State troops, cavalry and infantry, were called to the scene and thousands of special constables were sworn in. Hundreds of street cars were wrecked, some being subsequently burned, and the total losses by destruction of property and interruption to work were placed at not less than half a million dollars daily. At the end of a couple of weeks, the turmoil continuing, the Central Labour Union of Philadelphia called a general strike of its members. The membership was placed at 125,000 and had the whole number obeyed, the consequences are incalculable. The number of strikers was, however, largely augmented, and the scenes of violence were renewed. There was further talk of a state strike, but this was not attempted. Eventually, after a month of disorder, the situation began to clear, but it was not until a second month was well advanced that the men were back at their posts. No permanent or amicable adjustment had been effected, even at the date of writing, and the soreness arising from the terrible strike must long remain unhealed. Throughout the struggle it was impossible to secure the consent of both parties to formal arbitration or to a joint discussion before any Board or tribunal, and it is impossible not to believe that much, if not the whole of the disaster would have been averted, had it been possible, as under the Canadian law, to compel such an inquiry before any interruption of work occurred.

If this reference to events in Philadelphia appears to be of undue length, it may be perhaps excused because of the direct interest in the Canadian Act which the troubles aroused in the minds of many leading men of Philadelphia, and elsewhere in the State of Pennsylvania. Many inquiries reached the Department, being frequently accompanied by expressions of hope that it might prove practicable to have enacted by the commonwealth of Pennsylvania legislation similar to that of Canada. Among the inquiries were one of the editors of a leading daily newspaper; the Secretary of the Board of Home Missions of the United Presbyterian Church of North America; the representative of the Canadian Pacific Rail-

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way Company in Philadelphia; the counsel of the Public Defense Association of Pittsburg, Pa.; the pastor of the Bethlehem Presbyterian Church of Philadelphia; and the editor of the *Pittsburg Legal Journal*, this publication, it may be added, had been so impressed by the Canadian Act that it decided to reprint the measure and circulate copies to its subscribers. One of the latest inquirers on the subject from this State is Rev. Dr. J. L. Levy of Pittsburgh, Pa., pastor of one of the largest and most influential churches in that city and a member of the Public Defense Association; Dr. Levy, early in the month of May, after correspondence on the subject, came personally to Ottawa to discuss the various aspects of the Act with the Minister and officials of the Department, his visit being part of a larger inquiry in the interests of industrial peace legislation which he proposed making on behalf of the Association named.

## OTHER UNITED STATES STRIKES.

Of other disastrous strikes in the United States of recent date the most notable is that of the miners of bituminous coal in the United States. On April 1, over 200,000 men employed in this industry in Pennsylvania, Indiana, and the southwestern States were called out by the U. M. W. A. organization for the purpose of making new schedules with the operators, negotiations to that end having broken down. Most of the men remained out throughout the month of April, but agreements were negotiated in most districts before the end of the first week in May, enabling a resumption of work to take place; the strikes, though brief, represented a loss of several million dollars. A dispute of unusual magnitude was the strike of the waist makers of New York, in which from thirty to forty thousand women and girls were concerned. The strike lasted many weeks and excited great public interest. The cost of the strike to firms and employees was placed in round figures at \$4,000,000.

Great strikes of steel workers at McKee's Port, Pa. and Bethlehem, Pa., the former accompanied by scenes of violence and bloodshed, and a strike of sailors on the Great Lakes, which seriously hampered the shipping business throughout the whole of last season are also among the notable industrial disputes of the year in the United States.

## NOTABLE DISPUTES IN EUROPE AND ELSEWHERE.

In several other countries during the year there have been strikes of world-wide interest which, like those mentioned in the case of the United States, are worthy of passing reference as indicating how relatively unimportant have been hitherto the most serious industrial troubles of the Dominion.

Early last year came the strike of postal and telephone employees of Paris, and the order of a general strike by the officers of the syndicates, which in France take the place of trades' unions. The strike of postal and telephone employees caused the greatest inconvenience for many days and there was some street turbulence. The general strike was, however, a failure, being ineffective from the start. During the year 1909 also, a dispute among the sailors at the port of Marseilles deranged the shipping trade to such an extent as to entail an estimated loss



of \$30,000,000. The trouble was repeated during the present spring, continuing for several weeks, again with great loss to the parties and the public. This year a general strike was ordered at Marseilles, which was more successful than that ordered in the case of the postal and telephone employees at Paris, business at the port being for some days reduced to a standstill. The government was compelled to take vigorous action, and proceedings were taken against the leading officials of the controlling labour organization. Ten were sentenced to brief terms of imprisonment. Several others were arrested, and information was laid against in no fewer than 550 cases. After a period of turmoil extending over about three weeks the strike collapsed as an active factor, though at the date of writing it remained without a formal settlement. M. Millerand, the Minister of Public Works and Postmaster-General in the present French government, is among those to whom by request a statement was sent during the year giving the fullest information as to the nature of the Canadian Act and as to all proceedings thereunder.

A general strike which was the most effective of its kind yet anywhere attempted, took place in Sweden, being called throughout the entire country, in which several hundred thousand men, the bulk of the working population of the country in fact, joined. The business of the country was paralyzed for weeks and chaos ruled everywhere as a result of this disastrous experience. The Government of Sweden is reported as a result to be meditating a law regulating agreements between employers and their workmen, fixing five years as the limit of such contracts, and declaring strikes or lockouts during the term of such agreements to be illegal, and providing for the revision of agreements in the light of changed economic conditions at the expiry of the agreements. It should be added that the general strike ordered by the Central Labour Union of Sweden in this case was the outcome of a lockout of some 40,000 employees in the pulp, timber and textile industries.

In Germany, during the present spring, the agreement between the masons and joiners having terminated, and the representatives of either side being unable to come to terms for the renewal of terms, a lockout took place on April 15 of over two hundred thousand men, which continued for several weeks.

In Australia the compulsory arbitration laws were not effective in preventing a great strike of coal miners in the Newcastle and Maitland District of New South Wales, when over 12,000 men ceased work. The strike lasted from the month of November until the month of February last. A special Act of Parliament was passed enabling proceedings to be taken against several strike leaders, five of whom were sentenced to imprisonment for considerable terms. Coal rose greatly in price during the strike and there was talk of a resort to a general strike; general industrial conditions were greatly disturbed during the progress of the dispute. Eventually the strike was settled by the instrumentality of the compulsory Wages' Board of New South Wales.

In Great Britain the year passed without any relatively great strike, but for weeks the country was in a state of trepidation over a threatened tie-up of the whole coal industry. The miners of South Wales refused to accept the terms of the mining operators and the miners of England and Scotland decided to support them in a strike. The strike, which would have involved considerably over a

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million men and worked untold damage to industrial interests generally, was narrowly averted.

It will be seen, therefore, as suggested at the outset of this sketch of foreign labour troubles, that Canada has wholly escaped the severer form of industrial disputes and that many of the most serious of the troubles of other countries would have been largely, if not wholly, avoided by virtue of an Act such as the Canadian measure. Perhaps the most noticeable feature of foreign industrial disputes is the growth of the theory and practice of the general strike, a phase of the industrial problem with which Canada has not yet come into contact.

## AMENDMENTS TO THE ACT.

During the past session the Act was amended in some important respects, the amendments affecting, however, the procedure only and not touching in any way the principles. The amendments effected had been the subject of frequent representations to the Minister of Labour, since the enactment of the measure.

The amendments included three points, viz: (1) to relieve employees under certain circumstances from the necessity of stating on oath that the necessary authority to declare a strike had been obtained; (2) to place the onus of invoking the Act on the party proposing a change in wages or hours where any such proposed change results in a dispute, this being effected by providing that no such change should become operative unless by mutual consent until it had finally been dealt with by a Board; (3) to increase slightly the remuneration paid to members of the Board other than the Chairman.

These amendments are substantially identical with those urged on the then Minister of Labour, Hon. Rodolphe Lemieux, during the session 1908-09, by an important deputation representing jointly the Trades and Labour Congress, the Brotherhood of Locomotive Engineers and Firemen, and other important railway organizations. Mr. Alphonse Verville, M.P., at that time President of the Trades and Labour Congress, and Mr. J. G. O'Donoghue, Parliamentary Solicitor for the Trades and Labour Congress, accompanied the deputation, which included also Mr. Calvin Lawrence, the legislative representative of the Brotherhood of Locomotive Engineers and Firemen, Mr. J. Harvey Hall, who at that time represented the Brotherhood of Railroad Telegraphers, and other prominent representatives of leading railway organizations.

## THE RAILWAY EMPLOYEES' GRIEVANCE.

The points most strongly urged on the Minister on this occasion were that the requirement from the employees of a sworn statement that the necessary authority to declare a strike had been obtained was the occasion in some cases of considerable expense. Railway men, it was alleged, were particularly affected and therefore specially needed relief. The special explanation of the grievance in their case lay in the fact that railway men concerned in an industrial dispute may frequently be stretched along a transcontinental line of three or four thousand miles, and the work of securing a strike vote under such circumstances is carried on only with much expenditure of time, labour and money. The Minister of that date re-

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quested that a written statement might be submitted setting forth the reasons for the proposed change and indicating in some detail the expenditure necessitated by the then existing procedure, and to obviate which the amendment was designed.

Subsequently a statement was submitted on behalf of the deputation by the Parliamentary Solicitor of the Trades and Labour Congress, setting forth the following as a statement of the expenditure which the then existing method of procedure had entailed on the Brotherhood of Locomotive Firemen and Enginemen in the case of a reference under the Act.

The Joint Protective Board of the Brotherhood, numbering thirty members, paid at the rate of \$7.00 per day, had to be called in, requiring men to come from the East and West of the Dominion and necessitating expenditure as follows:—

Convening Board, 5 days at \$120 per day . . . . .	\$ 1,050.00
In session 2 days at \$2.10 per day. . . . .	420.00
Out on line getting vote, 7 days at \$2.10 per day . . . . .	1,470.00
Printing, postage and telegrams . . . . .	487.00
	<hr/>
	\$ 3,427.00

In September, 1909, the Trades and Labour Congress, meeting at Quebec, passed a resolution suggesting amendments to the Act substantially identical with the changes effected, both as to the grievance specially urged on behalf of the railway employees and as to other points.

On November 9th, 1905, a deputation representing the Brotherhood of Railway Trainmen waited on the present Minister of Labour, being introduced by Mr. Ralph Smith, M.P., and repeated the suggestions looking to an amendment of the Act on this point. The spokesman of the railway men on this occasion was Mr. James Murdock, Vice-President of the Brotherhood of Railway Trainmen, and a resident of Toronto. Mr. Murdock stated it was not the wish of the deputation to depreciate in any way the value of the Act. The members of the deputation, he said, realized that the measure had been productive of great good in many ways and that, moreover, it was an Act which was destined to remain on the statutes of Canada; they believed, however, that such an organization as that represented by the deputation was somewhat severely handicapped by the provision requiring the statement on oath as to the authority to declare a strike. It was pointed out that the organization concerned represented no less than 8,600 men in Canada, extending from Victoria, B.C., to Sydney, C.B. On the Canadian Pacific Railway Company line alone there were no less than 2,200 members. Such a vote as that required under the Act would cost the Brotherhood on the Canadian Pacific Railway Company not less than \$4,000, the branches being scattered from one end of the country to the other, and it being necessary to take a vote of each of the several local unions. This deputation, it may be added, included representatives from Ottawa, Windsor, Toronto, Depot Harbour, Fort William, Port Arthur, Havelock, and Lindsay, in the province of Ontario; from Sherbrooke, Montreal, and Quebec, in the province of Quebec; from Vancouver, B.C.; Calgary and Medicine Hat, in Alberta; Moosejaw, in Saskatchewan; Brandon, Manitoba; Moncton and St. John, in New Brunswick; and Halifax and Glace Bay, in Nova Scotia.



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With regard to the special grievance of the railway employees, the amending bill obviated the difficulties set forth by providing an alternative method of application in the case of disputes directly affecting employees in more than one province, the alternative machinery providing that when such employees were members of a trade union having a general committee authorized to carry on negotiations in disputes between employers and employees, and so recognized by the employers, the necessary statutory declaration provided for under the Act might be signed by the president or chairman and by the secretary of such committee.

## THE QUESTION OF ONUS.

With regard to the amendment by which it is sought to place the onus of demanding a Board on the party proposing changes in wages or hours, where such changes are not acceptable to the other party, instead of leaving the onus on the party affected by the change, the point was met by providing that in addition to the requirement that thirty days' notice of any such change should be given, no such change would go into effect until any dispute growing out of the proposals had been dealt with by a Board. This change had the effect of placing the onus of making the application for a Board on the party proposing a change in wages or hours, the alternative being the abandonment of the intended change. This latter change in procedure necessitated a further modification of the section prescribing the mode of making application. Under the law as it stood originally, the employer when submitting an application was required as in the case of employees, to include in his sworn declaration the statement that the necessary authority to declare a lockout or strike had been obtained. It is obvious that the employer, when making application on account of a proposed change intended on his own part, might not be prepared either to state that the necessary authority to declare a strike had been obtained or that a lockout was likely to occur. The Act therefore was further amended in this respect to provide that an employer when making application on account of an intended change proposed by himself as to wages or hours, is relieved of the necessity of making this statement.

The terms of the Act in its unamended form as to the onus of the application were claimed to represent under some circumstances some injustice to the employees, and it is conceivable that under certain circumstances the unamended Act in this respect might have represented also an injustice to the employer. The experience of the Department has not shown, it is believed, that any definite grievance has grown out of the original form of the Act, save perhaps in the case of the dispute between the Canadian Pacific Railway Company and its mechanics, in the summer of 1908. In this case it will be remembered that the Company proposed a new schedule, and the men, being unwilling to accept the proposed changes and being unable to reach an adjustment with the Company by negotiation, found it necessary to call for a Board of Conciliation and Investigation. The findings of the Board were not accepted by the men and a strike followed, during the course of which the criticism was occasionally seen in the newspapers that the employees, having called for a Board, should have been morally bound to accept the Board's findings and recommendations. As to this, it is of course the intent of the Act that the efforts of a Board should be devoted to the adjustment of the dispute referred

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to it, and it is highly desirable that where an actual adjustment is not effected, the findings of the Board should be accepted by both parties; but there is no ground properly speaking for the view that the party calling for the Board is, any more than the other party, bound morally to accept the findings, and any criticism suggesting this view is based on an imperfect study and appreciation of the Act. The men concerned in the case cited however, felt the criticism as being a genuine grievance and it was thought desirable to take advantage of the amending of the Act in other respects to remove ground for future complaint from either on the same score.

The remaining change effected by the amending bill is one increasing to twenty dollars a day the amount paid to members of a Board other than the Chairman, the figure of the fee payable to the Chairman remaining unchanged: previously the Chairman had received \$20.00, the members of the Board, \$15.00. This amendment also had been requested by the Trades and Labour Congress, indeed, the Trades and Labour Congress had recommended a somewhat higher figure, namely \$25 for both Chairman and members. Originally the fee payable to the Chairman was placed at a somewhat higher figure than that paid to other members on the ground that in the conduct of negotiations as between the parties and otherwise apart from formal Board proceedings, the Chairman's duties might be considerably more arduous than those of other members; experience, however, has shown that while a certain type of duties remains peculiar to the Chairman, yet other duties not less important pertaining vitally to the successful issue of the enquiry are peculiar to the members nominated by the respective parties, and must be performed by them apart from the formal labours of the Board. It has been considered desirable, therefore, to make the fees uniform at the figures named.

#### CHANGE OF ATTITUDE TO ACT ON PART OF RAILWAY EMPLOYEES.

It may be of interest in connection with the discussion of these amendments to note the general change of attitude towards the Act on the part of railway employees. As has been mentioned, the attitude of the railway employees was in part one of opposition to the measure on account of certain of its features. To what extent this attitude has changed is best shown by letters received from them by the Minister and read by the Minister in the course of his remarks in the House of Commons on the occasion of the second reading of the amending bill, the writers heartily endorsing the amendments then under consideration and cordially accepting the principles of the whole measure in its amended form.

#### CORRESPONDENCE BETWEEN MINISTER AND RAILWAY MEN'S REPRESENTATIVES.

The letters interchanged between the Minister and the representatives of the various organizations, as read by the Minister before the House of Commons, were as follows:—

*From the Minister.*

“Department of Labour, Canada,

“OTTAWA, March 5, 1910.

“Dear Sir,—I am inclosing a copy of proposed amendments to the Industrial Disputes Investigation Act, 1907, which have been framed, after

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consultation with yourself and others, with a view of meeting what seem to me very reasonable requests made on behalf of the working men of this country through some of their representative labour bodies and officers, and in particular with a view of removing the possibilities of certain injustices which have been alleged on behalf of railway employees as existing, in so far as the provisions of the measure are applicable to them.

"I wish you would kindly look carefully over the amendments proposed, and let me know whether in your opinion, they are satisfactory, and whether if adopted by Parliament they would bring the Industrial Disputes Investigation Act into a form generally satisfactory and acceptable to railway employees.

"Yours faithfully,

"(Sgd.) W. L. MACKENZIE KING.

*Replies.*

"Windsor Hotel,

"OTTAWA, March 5, 1910.

"THE HONOURABLE W. L. MACKENZIE KING, C.M.G.,

"Minister of Labour,

"Ottawa.

"Dear Mr. King,—

"I have the honour to acknowledge the receipt of your communication of March 5, together with a copy of the proposed amendments to the Industrial Disputes Investigation Act, 1907, and in reply, I am pleased to say, that I have very carefully looked over the suggested amendments and they appear to me to be very satisfactory and, in my opinion, if adopted by Parliament they should bring the Industrial Disputes Investigation Act of 1907 into a form generally satisfactory and acceptable to railway employees; therefore, as representing the Brotherhood of Locomotive Engineers, I can consistently endorse the Act when so amended, believing that it will, if amended as proposed, be a benefit not only to railway employees, but also to the public generally.

"I wish to avail myself of this opportunity to express to you the appreciation of myself and those I represent for the courtesy and consideration you have extended to me during our interviews regarding railway legislation.

"I have the honour to be, Sir,

"Yours very respectfully,

"(Sgd.) CALVIN LAWRENCE,

"Legislative Representative B.L.E.

"OTTAWA, March 10, 1910.

"W. L. MACKENZIE KING, ESQ.,

"Minister of Labour,

"Ottawa.

"Sir,—

"I have your letter of the 9th instant with inclosed copy of proposed amendments to the Industrial Disputes Investigation Act, 1907.

"I have gone carefully over the amendments proposed and I am of the opinion that they will be satisfactory should they become law as they are drafted. I am also of the opinion that the Industrial Disputes Investigation



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Act, if it is amended as proposed, will bring the Act into a form that will meet with the general approval of the railway employees that I have the honour to represent.

"Thanking you for the many courtesies that you have extended to us in the past.

"I am, respectfully yours,

"(Sgd.) W. J. DOWELL.

"Legislative Representative of the Brotherhood  
of Locomotive Firemen and Enginemen."

"OTTAWA, March 10, 1910.

"HONOURABLE W. L. MACKENZIE KING,

"House of Commons,

"Ottawa.

"Honourable and Dear Sir,—

"I beg to acknowledge receipt of your letter of March 5, inclosing copy of the proposed amendments to the Industrial Disputes Investigation Act of 1907.

"I have carefully read over the amendments, and wish to state, as a representative of the Trainmen's Organization, I find them entirely satisfactory, and in my opinion will bring about all desired results. I also feel if proposed amendments are adopted by Parliament, will bring the Industrial Disputes Investigation Act into a form satisfactory and acceptable to all members of the Trainmen's Organization.

"Respectfully yours,

"(Sgd.) JOHN MALONEY,

"Dominion Legislative Representative, Brotherhood of Railroad Trainmen."

"Order of Railroad Telegraphers,

264 Rusholme Road,

"TORONTO, March 14, 1910.

"THE HONOURABLE W. L. MACKENZIE KING, C.M.G.,

"Minister of Labour,

"Ottawa.

"Dear Mr. King,—

"Replying to your favour in reference to the proposed amendments to the Industrial Disputes Investigation Act, I desire to say that if these amendments can be obtained, the Act will be entirely satisfactory to our organization. In fact, we have felt the need of these amendments almost ever since the law has been enacted, and we are hopeful that Parliament will see the wisdom of them.

"Wishing you success, I am,

"Yours sincerely,

"(Sgd.) D. CAMPBELL,

"Third Vice-President."

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Mr. Harvey Hall, representing the Order of Railway Conductors, wrote in part as follows, under date of March 14: "This will acknowledge yours of March 9, with a draft copy of proposed amendments to the Industrial Disputes Act attached. I have gone carefully over the proposed amendments, and believe they will, to some extent, relieve the railway employees of a very serious complaint, namely, delay and expense, when they are forced to apply for a board. \* \* \* I must admit that the amendments proposed, if adopted, will certainly meet the views of the railway men as far as they go."

Mr. A. B. Lowe, President of the International Brotherhood of Maintenance of Way Employees, writing to the Minister under date of March 11, 1910, said, in part,—"My opinion of the Act itself has never changed, that it is one of the best pieces of legislation that has been passed to my knowledge in the interest of industrial peace."

Again, on March 18, 1910, Mr. Lowe wrote the Minister: "I hope that the amendments proposed may be placed in the law."

## AS TO CHANGES OF CONDITIONS.

It may be noted that the Act in its unamended form required that after a dispute had been submitted to a Board, no change could be made by either party with respect to changes in wages or hours until the dispute had been dealt with. This prohibition is not of course affected by the amendment, but is made positive and certain with regard to any such proposed change, instead of being left conditional on the reference of the dispute to a Board. It is desirable to add, however, that during the operation of the Act only one instance has been brought to the attention of the Department where it has been alleged that any change in conditions has been made or attempted during the progress of an inquiry. In the single instance in which such a change was brought to the attention of the Department, the Department explained the procedure necessary and nothing further was heard of the matter.

Representations had been made that the prohibition proposed under this section as to changes in wages and hours, should be extended to include changes in all conditions of labour, but after consideration it was not deemed desirable to enlarge the scope of the amendment to this extent. It is believed that no change of real importance can be proposed which does not affect either wages or hours or both, and it has not been deemed prudent to handicap either employers or employees by applying the same restrictions, therefore, to changes of minor importance as to changes of a more vital order. Should these minor changes, nevertheless, result in a dispute which cannot be adjusted by ordinary negotiations, the parties concerned may still, as in the past, avail themselves of the general machinery of the Act to secure the establishment of a Board of Conciliation and Investigation. Changes affecting such points as the use of lights in a coal mine, as to the wearing, say, of a particular uniform by railway conductors or street railway conductors, as to the method of presenting or discussing grievances, as to the question of apprenticeship, and as to many other such matters, important in themselves, though not as a rule vital in their bearing, are unlikely to offer serious difficulty in adjustment; on the other hand, it may easily happen that in some such matters there would be injustice to one side or the other in surrounding the proposed changes with undue delays or restrictions.

## STATEMENT OF OPERATIONS DURING THE YEAR.

It will be in order now to review carefully the proceedings under the Act for the fiscal period, the year, namely, ending March 31, 1910.

In all twenty-seven applications under the Act were received during that period, as a result of which twenty-five Boards were established. In one of the remaining cases the matters in dispute were adjusted by mutual agreement whilst communications were passing with the Department, in respect of the establishment of a Board. In another case communications regarding the establishment of a Board had not been concluded at the end of the month of March, 1910. In addition to the twenty-seven cases above mentioned, proceedings under the Act, during the past year, occurred also in connection with three applications, which were received prior to April 1, 1909, making thirty in all dealt with during the year.

## INDUSTRIES REPRESENTED.

The disputes dealt with under the Act, during the year, were distributed among the different industries as follows, namely:—

Coal mining.....	9
Metal mining. . . . .	2
*Railways.....	12
Street railways . . . . .	1
Freight handlers.....	2
Longshoremen.....	1
Teamsters. . . . .	1
Civic employees. . . . .	1
Industries other than public utilities. . . . .	1

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30

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\*Among the classes of labour concerned in these twelve disputes were the following:—conductors, engineers, telegraphers, machinists, firemen, station agents, roundhouse employees, fitters, brakemen, baggagemen, yardmen, and maintenance-of-way employees.

During the year communications were received in respect of three disputes relating to industries other than public utilities, and in which Boards could, under the terms of the Act, be established only by the consent of all parties concerned. In two of these cases such consent was not obtained, so that no Boards were established in respect of the same. Correspondence was also exchanged between the Department and persons concerned in various disputes in which, however, the circumstances did not call for any formal procedure under the Act.

The total number of employees affected in the thirty disputes referred to above was estimated at 30,350, divided mainly among the various disputes as follows:—

Between the Canadian Pacific Railway Company and its conductors, baggagemen, brakemen and yardmen, 4,360; between the Dominion Textile Company, of Montreal, and its mule spinners, 70 directly and 3,000 indirectly; between the Grand Trunk Railway Company and its conductors, baggagemen, brakemen and yardmen, 3,017; between the Dominion Coal Company, of Glace Bay, N.S., and



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its employees, 3,000; between the various coal mining companies in the Provinces of Alberta and British Columbia comprised in the Western Coal Operators' Association and their employees, 2,100; between the Canadian Northern<sup>5</sup> Railway Company and its maintenance-of-way employees, 1,100 directly and 700 indirectly; between the various Steamship Lines navigating to the Port of Montreal and the Syndicated Longshoremen of that Port, 1,800; between the Kingston and Pembroke Railway Company and its employees, members of the Order of Railroad Telegraphers, 19 directly and 1,600 indirectly; between the Cumberland Railway and Coal Company, of Springhill, N.S., and its employees, 1,550; between the Intercolonial Railway of Canada and its roundhouse employees, 20 directly and 1,000 indirectly; between the Grand Trunk Railway Company and its telegraph and station agents, 760; between the Canadian Pacific Railway Company and its freight handlers at Fort William, Ont., 700; between the Winnipeg Electric Railway Company and its employees, 600.

In other disputes referred during the year, some of them of an extremely complicated nature, the number of employees affected was smaller than in the cases above mentioned.

## SETTLEMENTS RESULTING FROM INQUIRY.

The disputes investigated in which the threatened strike or lockout was averted directly or indirectly were in number eighteen, being as follows:—

- I. Kingston and Pembroke Railway Company and telegraphers.
- II. Winnipeg Electric Railway Company and employees.
- III. Nova Scotia Steel & Coal Company, Limited, Sydney Mines, N.S. and, employees, members of the United Mine Workers of America.
- IV. Dominion Textile Company, Montreal, and employees.
- V. Canadian Pacific Railway Company and telegraphers.
- VI. Western Coal Operators' Association and employees.
- VII. Canadian Pacific Railway Company and freight handlers at Owen Sound, Ont.
- VIII. Grand Trunk Pacific Railway Company and engineers, firemen, conductors, brakemen, baggagemen and yardmen.
- IX. Canadian Northern Railway Company and maintenance-of-way employees on lines west of Port Arthur, Ont.
- X. Canada West Coal Company, Taber, Alta., and employees.
- XI. Corporation of Saskatoon, Sask., and labourers.
- XII. Intercolonial Railway of Canada and roundhouse employees.
- XIII. Canadian Pacific Railway Company and freight handlers at Fort William, Ont.
- XIV. Intercolonial Railway of Canada and machinists and fitters.
- XV. Edmonton Standard Coal Company, Limited, and employees.
- XVI. James W. Blain, Cardiff, Alta., Coal company, and employees.
- XVII. Grand Trunk Railway Company and telegraphers and station agents.
- XVIII. British Columbia Copper Company, Greenwood, B.C., and employees.

There were in addition several other disputes, proceedings in connection with which were unfinished at the close of the financial year, strikes or lockouts in connection with which had been, however, in the meantime, necessarily postponed, if not finally averted.

#### SOME NOTABLE SUCCESSES.

In several instances the agreement or adjustment effected as a result of inquiry was a notable success and is worthy of special comment. The Winnipeg Street Railway Company dispute, adjusted early in the financial year, has been already, in the introductory chapter, cited as offering a pleasing contrast with the terrible scenes surrounding the dispute involving the Philadelphia Street Railway Company; the dispute in the latter case, moreover, because of an ineffective settlement, broke out even more fiercely a year later, involving large loss of life and immense damage to property. The Board which adjusted the Winnipeg dispute was presided over by Rev. Dr. C. W. Gordon, (Ralph Connor) the famous author of "Sky Pilot" and other novels. The report was unanimous, and the agreement is effective until May 1, 1911. The number of men concerned was 600.

A dispute involving delicate points, and necessitating particularly careful handling was that between the Canadian Pacific Railway Company and its telegraph operators to the number of 1,600. The dispute arose out of the alleged unfair dismissal of an employee, always a matter most difficult of adjustment. Mr. Justice Fortin, of the Superior Court of Quebec, who had already, as chairman of various Boards, effected several agreements under the Act, presided over the proceedings, and was again successful in averting a struggle, the Board presenting a unanimous report, which was accepted by both parties.

Two disputes between the Intercolonial Railway and its employees were adjusted during the year, before Boards of Conciliation and Investigation. One concerned the roundhouse employees, affecting directly and indirectly over 1,000 hands, the other, the machinists and fitters employed on the Railway, affecting in all about 400 men. The disputes involved, in each case, alleged discrimination against certain employees. Sir George Garneau, of Quebec, was chairman of the Board in the case of the roundhouse employees, and Judge Barron, of Stratford, Ont., in the case of the machinists and fitters. In each case, after a careful investigation and negotiation between the contending parties, a unanimous conclusion was reached, agreeable to each side and accepted as an adjustment of the matters at issue.

An instance of specially rapid and effective procedure in the constitution and operation of a Board was that in the case of the Canadian Pacific Railway Company and its freight handlers at Fort William, Ont. As is set forth at some length in the report (printed elsewhere in this volume) of the special inquiry conducted by the Deputy Minister, a strike had been entered upon by the employees without reference to the Industrial Disputes Investigation Act, and in ignorance, as they subsequently stated, of the features of the Canadian law; the strikers were, as a matter of fact, mostly foreigners not long in Canada. The strike declared, friction between the parties grew rapidly, and on the third day a serious encounter occurred between the strikers and a number of special constables who had been engaged by

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the Company to protect the men who had gone to work. The Minister of Labour had been, in the meantime, in telegraphic communication with the Mayor of Fort William, with a view to having the dispute referred to a Board under the Industrial Disputes Investigation Act, the men returning to work meanwhile, and this was effected at the end of a week's strike, the men resuming work as agreed. By the Minister's direction, Mr. Acland had in the meantime left for the scene of the dispute, and facilitated the constitution and procedure of the Board. The application was formally received on August 18, the members recommended by the different parties were appointed by the Minister, by telegraph, and Mr. S. C. Young, of Fort William, was appointed chairman, on the joint recommendation of these gentlemen. The Board met for business, August 21, and, Sunday intervening, continued its labours until Tuesday, August 24, sitting all night of Monday, August 23. A unanimous agreement was eventually reached, both parties accepting, and no further trouble ensued. A satisfactory feature of the proceedings was the resolution passed by the committee representing the men stating that had they been aware of the existence of the Industrial Disputes Investigation Act they would not have failed to comply with its provisions. It will be seen that the actual time occupied in the establishment and procedure of the Board was six days only, though the formal report was not received by the Minister until a few days later. The case is an excellent example of the expedition with which the Act may be operated in case of emergency. The time, it may be added, might have been yet further shortened, but for the fact that one member of the Board had to travel from Winnipeg, and could not leave without a day's notice.

A further case that may be cited, though falling only in part within the financial year that has closed, is that of the dispute between the Shipping Companies of Montreal and the longshoremen of the port. It will be remembered that one of the first disputes arising after the enactment of the Industrial Disputes Investigation Act was between the shipping companies and the longshoremen, the latter having gone on strike before, apparently, it had been understood that the new Act would apply to their industry. It may be added that difficulties between the parties during the preceding few years had not infrequently ended in strikes. The difficulty of May, 1907, after a week's strike, was, by the intervention of the Deputy Minister of Labour referred to a Board, and an adjustment effected, which adjustment with slight modifications, was made the working basis for the succeeding seasons of 1908 and 1909. In the spring of 1910, however, the men sought a substantial change in the arrangement, and failing to secure this by negotiations demanded a Board. The Companies protested against the establishment of a Board, on various grounds, but the objections being over-ruled, both parties went into the inquiry with a spirit of apparent conciliation. Mr. Justice Fortin was chairman of the Board, and his previous experience in this capacity, noted above in a reference to the settlement effected in the case of the Canadian Pacific Railway Company and its telegraph operators, proved invaluable in the attempt to procure an adjustment in the present case. The proceedings of the Board, which occurred at the beginning of the financial year 1910-11, resulted in an agreement acceptable to all the Companies and to the employees; a particularly satisfactory feature being that it was made effective for the period of five years, while an arrangement was made for the reference, in the meantime, of any disputes as to the working of the agreement to a



permanent Board of Arbitration established by the parties jointly. It should be added that each party deposited with the Royal Trust Company, of Montreal, a sum of \$2,000, in token of good faith, and as a guarantee of the due performance of the agreement. This agreement promises to give the parties concerned a long cessation from serious friction and affords a pleasant contrast with the condition of constantly recurring strikes that formerly existed. It is believed also that the example may not be without its effect in the case of longshoremen elsewhere, as well as in the case of disputes affecting workmen in other lines. The number of men concerned in this dispute was 1,800, but this number, considerable as it is, represents an interest relatively slight, when compared with the overwhelming interest of the public in the regular continuance of labour in connection with the loading and unloading of ships at the great port of Montreal.

#### OTHER BENEFITS ACCOMPLISHED.

As an illustration of the beneficial nature of the work frequently accomplished by Boards of Conciliation and Investigation may be cited the dispute between the Alberta Coal Mining Company and its employees at Edmonton, Alta., regarding the settlement of which Mr. George S. Montgomery, General Manager of the Company, in the course of a letter to the Department dated April 9th, 1910, stated as follows:

"The differences between the parties were caused by misunderstandings, and were exaggerated by outside parties, and so far as the management of the mine is concerned there will be no further trouble.

"We are pleased to be able to refer differences to such a Board as is established under the law, for without this recourse there would have been either a strike or a lockout and the mine would have been idle during the busy portion of the year."

It has been on previous occasions pointed out that in addition to the direct effect of the Act through Boards of Conciliation and Investigation, there is what may be termed the more silent influence exerted without the actual establishment of the Board. Evidences come to the Department from time to time of many such cases, though obviously much influence is being continually exerted without knowledge of the same necessarily reaching the Department at all. Illustration of the good effects of the Act otherwise than through the establishment of a Board is furnished in the case of a dispute between the Michigan Central Railway Company and certain of its employees employed in Canada as maintenance-of-way men. In this case an application reached the Department, but, being held because lacking certain essentials required by the Act, a correspondence followed between the Department, the railway management, and the employees, respectively, as a result of which a settlement was effected without the establishment of a Board. Writing on the subject under date of May 3, 1910, Mr. A. B. Lowe, President of the International Brotherhood of Maintenance-of-Way Employees, stated as follows:

"I am giving the Lemieux Act full credit for this increase and for the fact that the committee was met, and that there can be no doubt about the Lemieux Act deserving the credit which I am giving it. I

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may state that on the United States side of the line where we have no such act in force, but where by far the largest part of the Michigan Central is located, no committee was asked for their opinion about what they should get for their labour, although they have been pressing for a meeting, but they were simply given the rates agreed upon on the Canadian side. 'Tally one' for the Department of Labour and the Lemieux Act!"

## FOUR STRIKES AFTER INVESTIGATION.

In connection with each of the thirty disputes dealt with by the Department sworn statements were furnished to prove that, failing an adjustment of the differences or a reference of the same under the Industrial Disputes Investigation Act, a strike or lockout, as the case might be, would be declared.

From the table which is published herewith it will be seen that there were only four cases in which the strikes were not either averted or ended. Three of these were in the coal mining industry, two of the number relating in the main, not to rules or hours of labour, but to the question of the recognition of certain labour unions. One of the disputes occurred in the metal mining industry and was mainly concerned, like the cases above mentioned, with the subject of union recognition. In each of the remaining disputes referred under the Act, the investigation before the Board resulted either in a direct agreement between the parties, or in effecting such an improvement in their relations that no cessation of work occurred.

It may be said, also, that in cases where members of the Board disagreed in their findings, or where one of the parties to a dispute stood apart from the inquiry as far as voluntary action was concerned, inquiry has none the less resulted in a clear understanding of conditions on the one side or the other, and a change of attitude, which has been effective in averting the threatened trouble.

The four cases in which strikes were not either averted or terminated during the third year's operation of the Act were briefly as follows:

1. A dispute between the Nicola Valley Coal and Coke Company and its employees to the number of 150, in which the latter went on strike whilst proceedings were pending for the establishment of a Board of Conciliation and Investigation, and the mines were closed down until after the investigation was finished, when operations were resumed, the men being engaged under new conditions. In a letter from the Company, dated June 15, 1909, to the Department, it was stated that an understanding, which is understood to have been promoted by the inquiry, had been reached between the management and the men.

2. A dispute between the British Columbia Copper Company and its employees to the number of 225, a strike being declared on June 26, 1909, in which the employees demanded recognition of the Western Federation of Miners, and continuing until July 24, 1909, when a settlement was effected.

3. A dispute between the Dominion Coal Company of Glace Bay, C.B., and

certain of its employees, to the number of 3,000, in which the latter refused to abide by the finding of the Board, a strike being declared on July 6, 1909, in which recognition was sought for the United Mine Workers of America. A considerable number of the Company's employees, members of the Provincial Workmen's Association, declined to participate in the strike, and on December 31, 1909, renewed for a period of two years the agreement which the Dominion Coal Company had entered into with that organization on March 16, 1908, which was based on the award of a Board of Conciliation and Investigation, established under the Industrial Disputes Investigation Act. It is claimed by the Company that the output of coal from its mines, during the winter months, had practically ceased to be affected, although a considerable number of workmen, members of the United Mine Workers of America, still remained on strike. The strike was continued, however, until April 28, 1910, when the men, then numbering about 1,300, returned to work, substantially on the lines recommended in the report of the Board. A further statement of the circumstances of this important strike and of that mentioned in the next paragraph (at Springhill, N.S.) will be found in that portion of the present volume dealing with the special report of the Deputy Minister on industrial conditions in the coal fields of Nova Scotia. The report of the Board of Conciliation and Investigation also will be found in the appendix.

4. A dispute between the Cumberland Railway and Coal Company, of Springhill, N.S., and its employees to the number of 1,700, relating in the main to recognition of the United Mine Workers' organization, to which the employees in question belonged. A strike was called on August 9, 1909, which resulted in the closing down of the Company's mines. Operations were resumed on a limited scale early in the month of March, 1910, but a considerable number of the Company's former employees still remained on strike at the close of the fiscal year, and matters had not materially changed at the time this report was written.

It may be desirable to indicate at this juncture what has been already briefly mentioned in the introductory chapter, the general character, namely, of the disputes in which occurred the strikes above mentioned. It will be noticed that in each case the direct issue was the recognition of the union, and not any questions involving wages or hours or conditions of work. There is probably no other question in which the parties concerned are so little susceptible to the process of conciliation or where investigation can hope to accomplish so little, as in disputes of this nature. A complete surrender by one side or the other of ideas wholly divergent would appear to be the only means of settlement, and the main achievement of an inquiry under such circumstances is likely as a rule to be that of placing before the public a plain impartial settlement of the case, with findings accordingly. In the event then of lockout or strike the public is in a position to determine as to the degree of responsibility attaching to either party. Experience has shown so far that the disposition of the public is to uphold the findings of the Board and that a lockout or strike declared in face of such findings fails of public support and is foredoomed as a rule to failure as a consequence. It is possible that con-



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tinued experience of the present Act will demonstrate to the parties to a dispute the futility of opposing the carefully considered judgment of a Board of Conciliation and Investigation.

## STRIKES OCCURRING BEFORE OR WITHOUT INQUIRY UNDER THIS ACT.

There remain to be noticed instances in which strikes were declared without reference to the Act, though in some cases a Board was subsequently established.

On March 31, 1909, a strike was declared of coal miners, to the number of 2,100, employed in the mines controlled by the members of the Western Coal Operators' Association, in Alberta and in British Columbia, on the expiry of the agreement, under which they had previously been employed. On May 3, 1909, application was made to the Minister of Labour for the establishment of a Board, the report of which was received in the Department on June 21, 1909. The Department was shortly afterwards informed that a two years' agreement was signed between the parties on June 30, 1909, which was based on the report of the Board.

On April 23, 1909, a strike was declared of coal miners to the number of 300, employed by the Canada West Coal Company, Limited, of Taber, Alberta, in consequence of failure to agree upon the terms and conditions of a working agreement to take the place of an agreement which had expired on March 31, 1909. On June 10, application was made to the Minister of Labour for the establishment of a Board, the report of which was received on July 19. The Department was advised on August 2 that, on receipt of the Board's report, negotiations were resumed between the parties and an agreement was reached on July 31, effective to March 31, 1911.

A strike occurred on May 7, 1909, of longshoremen to the number of 200, employed by the Canadian Pacific Railway Company at Owen Sound. The strikers returned to work on May 10, 1909, when application was made for the establishment of a Board of Conciliation and Investigation. The report of the Board provided for increased rates of wages to the employees concerned, and was accepted by both parties to the dispute.

On July 9, 1909, a strike of employees of the Inverness Railway and Coal Company, of Inverness, C.B., was declared, without any reference under the terms of the Act. This strike was one of the series growing out of the friction between the United Mine Workers of America and the Provincial Workmen's Association of Nova Scotia, and is fully discussed in the chapter of the volume in which is printed the report of the special inquiry conducted by the Deputy Minister of Labour into the industrial conditions in the coal mines of Nova Scotia. The strike was effective for a few weeks only, but a number of the former employees remained in receipt of strike relief for several months, and during October an action was brought by the employing Company against David Neilson, the agent at Inverness of the United Mine Workers of America, on the grounds that he was supporting the strike contrary to the provisions of the Industrial Disputes Investigation Act. Mr. F. A. MacEchen, stipendi-

any magistrate, convicted Mr. Neilson of an infringement of the Industrial Disputes Investigation Act, and imposed a penalty of \$500 or three months' imprisonment. The conviction was appealed to the Court of Appeal, and a decision on the appeal had not been given at date of writing.

A strike occurred on August 9, 1909, of 1,200 freight handlers employed by the Canadian Pacific Railway Company, at Fort William. The strikers, the great majority of whom were foreigners, returned to work on August 16, 1909, when application was made for the establishment of a Board, the strikers in their application stating that the strike was declared in ignorance of the Canadian law. The report of the Board, providing for increased rate of wages to the employees, was accepted by both parties to the dispute. The report of a special inquiry conducted by the Deputy Minister into this dispute is printed elsewhere.

On March 12, 1910, the attention of the Minister of Labour was drawn to statements appearing in the press, representing that certain freight handlers in the employ of the Grand Trunk Railway Company, at Toronto, had gone on strike without the matters in dispute having first been investigated by a Board of Conciliation and Investigation appointed under the terms of the Industrial Disputes Investigation Act, and an officer of the Department, Mr. J. D. McNiven, was immediately dispatched to Toronto to represent to the employees concerned the requirements of the Industrial Disputes Investigation Act, 1907, so that they might not, in ignorance of such requirements, take action contrary thereto. Mr. McNiven, in conversation with the local officials of the Canadian Brotherhood of Railroad Employees, to which the employees in question belonged, learned that the parties concerned were ignorant of the provisions of the Industrial Disputes Investigation Act, and was also informed that a reference of the dispute to a Board under the Act would be considered as greatly preferable to a general strike, and that if the matter was not satisfactorily adjusted otherwise, it would be referred to a Board for inquiry on the lines required by the Act. The strike occurred on March 11, and lasted only a portion of the afternoon. Negotiations for settlement were then resumed, and there has been no recurrence of trouble since. An increase of one per cent per hour was granted by the Grand Trunk management to the freight handlers and checkers in its employ at Toronto.

#### PROCEEDINGS IN PROGRESS.

At the close of the fiscal year reports had not as yet been received in the following cases in which applications had been received, and Boards had been in most instances established, namely:—

Alberta Coal Mining Company, of Cardiff, Alta., and its employees, to the number of thirty-five, directly, and twenty-five, indirectly.

Canadian Pacific Railway Company, and its conductors, baggagemen, brakemen and yardmen, to the number of 4,360.

Grand Trunk Railway Company, and its conductors, baggagemen, brakemen and yardmen, to the number of 3,017.

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Toronto, Hamilton and Buffalo Railway Company, and its conductors, baggagemen, brakemen and yardmen, to the number of 101.

Grand Trunk Pacific Railway Company, and its telegraph and station employees, to the number of 75.

Dominion Atlantic Railway Company, and its employees, to the number of four, directly, and twenty-five indirectly.

The Shipping Federation of Canada, comprising various lines of steamships navigating to Montreal, and the Syndicated Longshoremen of the port of Montreal.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLE X, A. R., No. 2.

## INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Table showing Proceedings under Act from March 31, 1909, to March 31, 1910.

Applications concerning disputes in mines and public utilities.							Applications concerning disputes in industries other than mines and public utilities. 1	Total applications under Act.
29 <sup>1</sup>							1	30
Concerning mines and smelters.		Concerning transportation and communication.					Disputes referred by consent of parties concerned under sec. 63 of I.D.I. Act, 1907.	
11		17					1	30
Coal mines	Metalliferous mines.	Railways.	Street Railways.	Longshoremen.	Freight Handlers.	Teamsters.		
<sup>2</sup> Strikes averted or ended	6	1	12	1	2	1	1	26
<sup>2</sup> Strikes not averted or ended,.....	3	1	0	0	0	0	0	4

<sup>1</sup>The proceedings under the Act during this year included three cases in which certain proceedings had taken place also during the preceding year, viz.:—(1) a dispute between the Manitoba Cartage Company of Winnipeg, Man., and its employees; (2) a dispute between the Kingston & Pembroke Railway Company and its employees; and, (3) a dispute between the Dominion Coal Company of Glace Bay, Cape Breton, and its employees.

<sup>2</sup>At the close of the financial year results were still pending in connection with seven applications, namely: (1) application made on behalf of the Alberta Coal Mining Company, of Cardiff, Alta., and employees; (2) application made on behalf of the conductors, baggagemen, brakemen and yardmen of the Toronto, Hamilton & Buffalo Railway Company; (3) application made on behalf of conductors, baggagemen, brakemen and yardmen of the Canadian Pacific Railway Company; (4) application made on behalf of conductors, baggagemen, brakemen and yardmen of the Grand Trunk Railway Company; (5) application made on behalf of the Syndicated Longshoremen of the Port of Montreal and various Steamship Companies navigating to Montreal; (6) application made on behalf of telegraphers and station employees of the Grand Trunk Pacific Railway Company; and (7) application made on behalf of the employees of the Dominion Atlantic Railway Company.

## PROCEEDINGS FOR THE THREE YEARS, MARCH 22, 1907, TO MARCH 31, 1910.

The total number of applications under the terms of the Industrial Disputes Investigation Act received during the three years which have elapsed since the enactment of this statute in March, 1907, is eighty-two, of which thirty-five were received during the year ending March 31, 1908; twenty during the year ending March 31, 1909; and twenty-seven during the year ending March 31, 1910. The number of employees estimated to have been affected



in the eighty-two disputes is 85,500. Of the total number of applications thirty-four related to the industry of coal mining, six to metalliferous mining, thirty-eight to agencies of transportation, one to municipal public utilities, and three to industries other than mines and public utilities to which the Act primarily applies. The special trades or callings involved in these disputes included those of coal miners, silver miners, copper miners, conductors, locomotive engineers, station agents, railway telegraphers, brakemen, firemen, baggagemen, freight clerks, machinists, mechanics, (including boilermakers, blacksmiths, steamfitters and gas fitters); round house employees, maintenance-of-way employees, cabmen, freight handlers, longshoremen, lake seamen, street railway employees, teamsters, municipal employees, cotton mill operatives, and boot and shoe workers.

In the very large majority of cases the matters at issue related to hours, wages or conditions of labour; and in only two of the cases in which wages or hours were directly concerned have proceedings under the Act failed to avert the threatened strike. There have been in all six instances during the three years in which strikes have occurred after the reference of disputes under the terms of the Act. One of these six disputes concerned the railway industry, the other five related to the mining industry and in four cases had to do in whole or in part with the question of alleged discrimination against or the recognition of certain labour unions.

The six cases in question are as follows:—(1) Cumberland Railway and Coal Company of Springhill, N.S., and its employees; (2) Canadian Pacific Railway Company and its mechanical employees; (3) Nicola Valley Coal and Coke Company of Middlesboro, B.C., and its employees; (4) British Columbia Copper Company of Greenwood, B.C., and its employees; (5) Dominion Coal Company of Glace Bay, Cape Breton, and its employees; and (6) Cumberland Railway and Coal Company of Springhill, N.S., and its employees. In No. 1, the strike lasted from August 1, 1907, to August 31, 1907, when the employees returned to work on the conditions recommended in the report of the Board. In No. 2, the strike lasted from August 5, 1908, to October 5, 1908, when the employees returned to work on the conditions recommended in the report of the Board. In No. 3 the employees went on strike on April 28, during the process of establishing a Board, and returned to work early in June on lines recommended by the Board. In No. 4 the strike lasted from June 28 to July 24; in this case several reports were put in by the members of the Board, and the settlement was on the lines substantially of the Chairman's recommendations. In No. 5 the strike lasted from July 6, 1909, to April 28, 1910, when the employees returned to work on the lines recommended in the report of the Board, with such modifications as had been made in the same by an agreement subsequently effected. In No. 6 the strike was declared on August 9, 1909, and was continuing at the date of writing; it should be noted that the parties concerned in Nos. 1 and 6 are identical. The four cases, Nos. 3, 4, 5 and 6, included in the above and falling within the financial year 1909-10, have been dealt with somewhat more fully in the analysis of the disputes referred for inquiry during the fiscal year 1909-10.

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## STATISTICAL TABLES.

Statistical tables follow showing:

- (1) The proceedings under the Act from the date of its enactment, March 22, 1907, to the close of the financial year, March 31, 1910.
- (2) Proceedings under the Act by calendar years, 1907 to 1910.
- (3) Proceedings under the Act in detail for the three fiscal years covering the life of the Act, and ending respectively March 31, 1908, March 31, 1909, and March 31, 1910.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X., A. R. No. 3.

## INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Table showing Proceedings under Act from March 22, 1907, to March 31, 1910.

Applications concerning disputes in mines and public utilities.									Applications concerning disputes in industries other than mines and public utilities. 3	Total applications under Act. 82
79										
Concerning mines and smelters.  40			Concerning transportation and communication  38				Concerning civic employees  1		Disputes referred by consent of parties concerned under sec. 63 of I.D.I. Act, 1907.  3	82
Coal mines.	Metalliferous mines.		Railways. Street railways.	Longshoremen.	Freight-handlers.	Teamsters.	Sailors.			
*Strikes averted or ended....	30	5	26	4	3	2	1	1	3	76
Strikes not averted or ended..	4	1	1	0	0	0	0	0	0	6

\*At the close of the financial year results were still pending in connection with seven applications, namely (1) application made on behalf of the Alberta Coal Mining Company, of Cardiff, Alta., and employees; (2) application made on behalf of the conductors, baggagemen, brakemen and yardmen of the Toronto, Hamilton and Buffalo Railway Company; (3) application made on behalf of conductors, baggagemen, brakemen and yardmen of the Canadian Pacific Railway Company; (4) application made on behalf of conductors, baggagemen, brakemen and yardmen of the Grand Trunk Railway Company; (5) application made on behalf of the Syndicated Longshoremen of the Port of Montreal employed by various steamship companies navigating to Montreal; (6) application made on behalf of telegraphers and station employees of the Grand Trunk Pacific Railway Company; and (7) application made on behalf of the employees of the Dominion Atlantic Railway Company.

## INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

## TABLE SHOWING PROCEEDINGS BY CALENDAR YEARS.

DEPARTMENT OF LABOUR, CANADA.  
STATISTICAL TABLES, X. A. R., No. 4.

	<sup>1</sup> 1907 9 months.	1908	1909	<sup>2</sup> 1910 3 months.	Total.
Number of applications.....	25	27	22	8	82
Number of Boards granted.....	22	25	21	<sup>3</sup> 7	<sup>4</sup> 75
Strikes averted or ended.....	24	26	28	8	76
Strikes not averted or ended.....	1	1	4	0	6

<sup>1</sup>The Act became law on March 22, 1907, so that the proceedings cover nine months only.

<sup>2</sup>To the end of the financial year, March 31.

<sup>3</sup>In the majority of cases when applications were received during the three months of the fiscal year 1910-11 included in the calendar year 1910 the proceedings remained unfinished on March 31, 1910.

<sup>4</sup>A Board was appointed early in the financial year 1910-11 on account of one of the applications received in the closing weeks of the financial year 1909-10.

## INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

(PROCEEDINGS 1907-1908.)

*Statement of Applications for Boards of Conciliation and Investigation and of Proceedings thereunder from March 22, 1907, to March 31, 1908.*

## A. —MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION, AND OTHER PUBLIC SERVICE UTILITIES.

1. Appointed by the Minister, under sec. 8, sub-sec. 1, of the I.D.I. Act, on recommendation from party concerned.
2. Appointed by the Minister, under sec. 8, sub-sec. 2, of the I.D.I. Act, in the absence of a recommendation from party concerned.
3. Appointed by the Minister, under sec. 8, sub-sec. 3, of the I.D.I. Act, on the joint recommendation of the two members first appointed.
4. Appointed by the Minister, under sec. 8, sub-sec. 4, of the I.D.I. Act, in the absence of a joint recommendation by the two members first appointed.

## MINING AND SMELTING INDUSTRY.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 5.

## 1. Coal Mines.

Date of receipt of application.	Parties to Dispute.	Party making application	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted	Date of receipt of report of Board.	Result of Reference.
1907. April 8	Cumberland Railway & Coal Company and employees.	Employer <sup>2</sup>	Springhill, N.S.	170	Concerning employment of non-union workmen.				On April 1, employees went on strike. It was alleged by employees that they were under impression that the mines of Nova Scotia were exempt from provisions of Act. When it was explained Act applied to all Canada, employees returned to work April 8. Difficulty amicably settled. No Board constituted.
April 9	Canada West Coal & Coke Company and employees.	Employees	Taber, Alta.	150	Concerning hours of labour.				On April 1, employer locked out employees. Employer alleged that this was done in ignorance of provisions of Act. When informed of provisions of Act by department, mines were re-opened on April 18. Subsequently an amicable settlement was effected through intervention of Mr. J. D. McNiven, Fair Wages Officer of Department. No Board constituted.

<sup>1</sup>It is important to note in connection with these disputes that the Industrial Disputes Investigation Act was not assented to till March 22, 1907. It was some weeks later before copies of the Act were available for distribution. Its provisions in consequence were not fully known by the parties at the time these disputes occurred.

<sup>2</sup>Applications for a Board were received also from the employers' parties to this dispute.



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May	8	Cumberland Railway & Employees Coal Company and employees.	Springhill, N.S.	1,700	Concerning payment for work in counter levels and stone in pillar work.	The Hon. Mr. Justice Graham (C) <sup>a</sup> , P. S. Archibald (E) <sup>b</sup> , R. B. Murray, (M) <sup>b</sup>	May 17 July	13	Board being unable to effect a settlement by conciliation, presented a report signed by the Chairman and Mr. Archibald. Minority report was presented by Mr. Murray. The recommendations of the Board were not accepted by the employees. The strike which was threatened prior to the application for Board on May 8th was averted for the time being but took place on August 1 continuing until October 31, when the employees returned to work on the conditions recommended in the report of the Board.
		Crow's Nest Pass Coal Company	Frank, Alta.	250	Concerning wages, schedule and other conditions of employment.	Sir Wm. Mulock, K.C.M.G., (C) <sup>a</sup> , J. L. Parker, (E) <sup>b</sup> , L. P. Eckstein, (M) <sup>b</sup>			through ignorance of the provisions of the Act. The Deputy Minister of Labour left for Fernie on April 19, to explain to the parties the provisions of the law. While in Fernie, the parties consented to his intervention as a conciliator under the Conciliation Act, 1900, and an agreement was effected on May 4. The Boards convened at Fernie on April 30, but adjourned proceedings pending investigations by the Deputy Minister. On May 6th the Boards reconvened to receive from the parties a formal statement that the differences had been adjusted, a further cessation of work being thereby averted. An important feature of the settlement was the establishment of a standing committee of conciliation between the employers and employees, to which future differences were to be referred.
		International Coal & Coke Company	Fernie, Coal Creek, Michel, B.C.	1,800					
		West Canadian Collieries, Limited	Coleman, Alta.	370		F. B. Smith, (E) <sup>b</sup> , L. P. Eckstein, (M) <sup>b</sup>			
		Breckenridge and Lund Coal Company	Lundbreck, Alta.	125					
		H. W. McNeill Coal Company	Canmore, Alta.	300					
		Pacific Coal Company	Bankhead, Alta.	400					

## INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

Date of receipt of application.	Parties to Dispute.	Party making application	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1907. May 27	Alberta Railway and Irrigation Coal Company and employees of coal mines.	Employees	Lethbridge, Alta.	400	Concerning conditions of employment.	.....	.....	.....	Amicable settlement, including agreement as to conditions of employment and establishment of a standing committee of conciliation effected between parties while Board was in process of constitution, strike being thereby averted.
July 12	Cumberland Railway and Coal Company and employees.	Employees	Springhill, N.S.	1,700	Concerning wages and other conditions of employment.	His Honour Judge Patterson, (C) <sup>4</sup> P. S. Archibald (E) <sup>1</sup> R. B. Murray, (M) <sup>1</sup>	July 27	Sept. 21	Employees declared a strike on August 1, in reference to question of payment for stone in pillar work, having refused to accept the recommendations of the Board appointed May 17 to deal with this subject. In virtue of this strike, proceedings before the Board were suspended until September 9, when the Board sat for two days, and presented an interim report. The strike ended on October 31, the employees returning to work on the conditions recommended in the report of the first Board.
Sept. 16	Hosmer mines and employees	Employees	Hosmer, B.C.	100	Concerning wages and other conditions of employment.	His Honour Judge Wilson (C) <sup>4</sup> F. B. Smith (E) <sup>1</sup> F. H. Sherman (M) <sup>1</sup>	Sept. 30	Oct. 21	The Board presented a unanimous report, which though not formally accepted by the parties, formed the basis of an agreement subsequently reached by them and reported to the Department, a strike being thereby averted.
Sept. 18	Hillcrest Coal & Coke Company, Limited, and employees.	Employees	Hillcrest, Alta.	70	Concerning wages and other conditions of employment.	Hon. C. W. Fisher, (C) <sup>4</sup> J. R. McDonald, (E) <sup>1</sup> F. H. Sherman, (M) <sup>1</sup>	Sept. 24	Nov. 4	The report of the Board was accompanied by a minority report by Mr. Sherman. Though neither report was formally accepted by the parties, a settlement was reached in consequence of the inquiry by the Board, and a strike thereby averted.

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Nov.	5	Canada West Coal & Coke Company and employees.	Employees	Taber, Alta.....	150	Concerning wages, hours and other conditions of employment.	Hon. Mr. Justice Stuart (C) <sup>4</sup> S. A. Jones (E) <sup>1</sup> F. H. Sherman (M) <sup>1</sup>	Nov.	20 Dec.	20	Differences adjusted, and agreement concluded before Board, dating from December 9, 1907, until March 31, 1909, a strike being thereby averted.
Nov.	5	Domestic Coal Company and employees.	Employees	Taber, Alta.....	50	Concerning wages, hours and other conditions of employment.	Hon. Mr. Justice Stuart (C) <sup>4</sup> R. Duggan (E) <sup>1</sup> F. H. Sherman (M) <sup>1</sup>	Nov.	20 Dec.	28	Differences adjusted, and agreement concluded before Board, dating from December 9, 1907, until March 31, 1909, a strike being thereby averted.
Nov.	5	Duggan Huntrods & Company and employees.	Employees	Taber, Alta.....	40	Concerning wages, hours and other conditions of employment.	Hon. Mr. Justice Stuart (C) <sup>4</sup> J. Shordhouse (E) F. H. Sherman (M) <sup>1</sup>	Nov.	20 Dec.	28	Differences adjusted, and agreement concluded before Board, dating from December 9, 1907, until March 31, 1909, a strike being thereby averted.
Nov.	12	Strathcona Coal Company and employees.	Employees	Edmonton, Alta....	40	Concerning wages, hours and other conditions of employment.	G. Montgomery (C) <sup>3</sup> F. L. Otter (E) <sup>1</sup> F. H. Sherman (M) <sup>1</sup>	Dec.	2 Dec.	28	Differences adjusted, and agreement concluded before Board, dating from September 23, 1907, until March 31, 1909, a strike being thereby averted.
Nov.	21	Cumberland Railway & Coal Company and employees.	Employees	Springhill, N.S.....	1,700	Concerning wages and other conditions of employment.	His Honour Judge Patterson (C) <sup>4</sup> R. B. Murray (M) <sup>1</sup> Hiram Donkin (E) <sup>2</sup>	Dec.	24 Jan.	22	The Board presented a unanimous report, which the employees expressed a willingness, and the Company an unwillingness to accept. No further cessation of work took place.
1908 Jan.	4	Dominion Coal Company, Limited, and members of the Provincial Workmen's Association.	Employees	Dominion, C.B.....	7,000	Concerning wages and conditions of employment.	Prof. A. Shortt (C) <sup>4</sup> J. Dix Fraser (E) <sup>1</sup> Dr. A. Kendal, M.P.P. (M) <sup>1</sup>	Feb.	18 Mar.	23	Differences adjusted and an agreement concluded before the Board effective from March 16, 1908, to December 31, 1909, a strike being thereby averted.
Feb.	10	John Marsh, John Howells, Stevens Brothers, coal mine operators, dealt with as a whole and employees.	Employers	Woodpecker, Alta..	100	Concerning wages and conditions of employment.	Hon. Mr. Justice Stuart (C) <sup>3</sup> W. E. Bullock (E) <sup>1</sup> F. H. Sherman (M) <sup>1</sup>	Feb.	25 April	6	The report of the Board stated that the Act did not apply in this case, the mines having closed down for lack of orders before the investigation occurred. A wage scale was, however, recommended. The report was accompanied by a minority report, making other recommendation.
Mar.	16	Western Dominion Collieries, Limited, and employees.	Employees	Taylorlorton, Sask ..	90	Concerning wages and hours.	His Honour Judge Myers (C) <sup>4</sup> J. O. Hannah (E) <sup>1</sup> F. H. Sherman (M) <sup>1</sup>	April	10 May	5	Differences adjusted and agreement concluded before Board, effective from May 1, 1908, to May 1, 1909, a strike being thereby averted.



## INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

Date of receipt of application.	Parties to Dispute.	Party making application	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1908. Mar. 16	Manitoba & Saskatchewan Coal Company, Limited, and employees	Employees	Bienfait, Sask. . . . .	50	Concerning wages and hours.	His Honour Judge Dawson (C) <sup>4</sup> G. C. Crowe (E) <sup>1</sup> F. H. Sherman, (M) <sup>1</sup>	April 22	Dec. 8	The report in this case appears as represented to the Department, to have been mislaid by one of the members of the Board and an unusual delay occurred thereon in its presentation. The Board disagreed in its findings, but no cessation of work was reported.
Mar. 25	Cumberland Railway & Coal Company, Limited, and employees.	Employees	Springhill, N.S. . . . .	1,600	Concerning wages	His Honour Judge Wallace (C) <sup>4</sup> Hon. John Armstrong (E) <sup>2</sup> R. B. Murray (M) <sup>1</sup>	April 29	May 26	The report found against the claims of the men, and was accompanied by a minority report, finding generally, but not wholly, in favour of the men. The employees declared the minority report acceptable to them. No cessation of work was reported.

## 2. Metal Mines.

1907. Sept. 12	Canadian Consolidated Mining & Smelting Company and employees.	Employees	Moyie, B.C. . . . .	400	Concerning wages and hours.	His Hon. Judge Wilson (C) <sup>3</sup> J. A. Harvey (E) <sup>1</sup> S. S. Taylor, K.C. (M) <sup>1</sup>	Sept. 23	Dec. 28	The Board after an exhaustive inquiry into mining conditions in British Columbia, presented a unanimous report, the recommendations of which were of general application to the metal mining industry in the Province of British Columbia. A settlement based on the recommendations was effected between the Company and its employees, and a strike thereby averted. The inquiry, moreover, had the effect of influencing the settlement of other differences in the industry in other parts of the Province.
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## SESSIONAL PAPER No. 36.

Dec.	9	McKinley-Darragh Mining Company, Limited, and its employees.	Employees	Cobalt, Ont.....	120	Concerning wages	Prof. A. Shortt, (C) <sup>3</sup> E. C. Kingswell (E) <sup>1</sup> John A. Welch, (M) <sup>1</sup>	21 Dec.	1908.	22	A unanimous report was presented by the Board, making recommendations for the settlement of the dispute. The findings of the Board were not formally accepted by the parties, but the investigation by the Board is believed to have been beneficial to the camp as a whole, and no cessation of work was reported.
1908. Jan.	9	Temiskaming & Hudson Bay Mining Company, Limited, and its employees.	Employees	Cobalt, Ont.....	50	Concerning and hours.	Prof. S. J. Maclean, (C) <sup>3</sup> M. F. Pumaville (E) <sup>1</sup> C. B. Duke (M) <sup>1</sup>	31 Feb.	13	Unanimous report was presented by Board making recommendations for the settlement of the dispute. The findings of the Board were accepted by the men, but not by the Company. No cessation of work was, however, reported.	

## II. TRANSPORTATION AND COMMUNICATION.

## 1. Railways.

1907.	April	20	Grand Trunk Railway Company of Canada and machinists.	Employees	Montreal, Ottawa, Toronto, Stratford etc.	400	Concerning schedule involving wages, hours, apprenticeship, re-instatement of former employees, etc.	4 May	21	Differences adjusted, and agreement concluded before Board for period of one year from May 1, strike being thereby averted.
	June	27	Grand Trunk Railway Company of Canada and its locomotive engineers.	Employees	Montreal, Ottawa, Toronto, Stratford etc.	1,300	Concerning schedule of wages and rules.	18 Aug.	16	Differences adjusted, and agreement for three years concluded before Board, a strike being thereby averted.
	July	10	Intercolonial Railway of Canada and freighthandlers in its employ at Halifax, N.S.	Employer	Halifax, N.S. ....	250	Concerning wages (C) <sup>3</sup> and classification of employees.	22 Aug.	12	On June 29, employees went on strike, and when informed that provisions of Act applied, both parties agreed to refer the differences under the Act, and employees returned to work. On the request of the parties, proceedings were subsequently adopted under the Conciliation and Labour Act, and a settlement effected, the terms of which were made applicable to the Railway's employees at St. John, N.B., as well as at Halifax, N.S., and further cessation of work was thereby averted.

## INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

1 GEORGE V., A. 1911

Date of receipt of application.	Parties to Dispute.	Party making application	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1907.									
Sept. 5	Canadian Pacific Railway Company and railroad telegraphers.	Employees	On all lines of Canadian Pacific Railway in Canada.	1,656	Concerning schedule of wages and rules of employment.	Prof. A. Shortt, (C) <sup>3</sup> W. Nesbitt, K.C., (E) <sup>1</sup> J. G. O'Donoghue, (M) <sup>1</sup>	Sept. 16	Oct. 12	Differences adjusted, and an agreement concluded before Board, dating from October 1, a strike being thereby averted.
Nov. 19	Grand Trunk Railway Company and railroad telegraphers.	Employer	Montreal, Que. ....	300	Concerning wages and other conditions of employment.	Prof. A. Shortt, (C) <sup>3</sup> W. Nesbitt, K.C., (E) <sup>1</sup> J. G. O'Donoghue, (M) <sup>1</sup>	Nov. 30	Jan. 23	Differences adjusted, and agreement concluded before Board, dating from January 1, 1908, a strike being thereby averted.
Nov. 22	Canadian Pacific Railway Company and carmen employed by Company on western lines.	Employer	Western lines ....	1,215	Concerning wages and hours.	Prof. Odlum, (C) <sup>3</sup> A. M. Nanton, (E) <sup>1</sup> J. H. McVety, (M) <sup>1</sup>	Nov. 26	Dec. 23	The Board presented a unanimous report recommending a basis of settlement which was subsequently, in correspondence with the Department, accepted by both parties, and a strike thereby averted.
Dec. 19	Canadian Northern Railway and firemen, engine-men and hostlers in its employ.	Employees	Winnipeg and territory along Canadian Northern Railway.	359	Concerning relations of union to employer.	Prof. A. Shortt, (C) <sup>3</sup> F. H. Richardson, (E) <sup>1</sup> J. G. O'Donoghue, (M) <sup>1</sup>	Jan. 8	Jan. 25	Differences amicably adjusted before the Board and a strike thereby averted.
1908									
Jan. 8	Grand Trunk Railway Company and carmen in its employ.	Employees	Grand Trunk Railway System. ....	800	Concerning wages and conditions of labour.	Prof. A. Shortt, (C) <sup>3</sup> Wallace Nesbitt, (E) <sup>1</sup> J. G. O'Donoghue, (M) <sup>1</sup>	Jan. 28	Feb. 28	Differences amicably adjusted before a Board and a strike thereby averted.



\*The two applications here recorded are regarded as one in the tabular statement

## INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

Date of receipt of application.	Parties to Dispute.	Party making application	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1907.									
May 31	Furness Withy Company, Cunard & Company, Pickford, Black & Company and longshoremen	Employers	Halifax, N.S.	500	Concerning wages. Increase of 5 cents per hour demanded by men, 2½ cents offered by companies, but refused.	James Hall (E), Philip Ring (M).			On May 26, employees went on strike, alleging subsequently that they had no knowledge of the existence of the provisions of the Act. Mr. V. DuBreuil, Fair Wages Officer of the Department, was sent to Halifax to explain the provisions of the Act. A Board was requested as a result of the explanations given, and while being constituted the dispute was amicably settled. Mr. DuBreuil lending the good offices of the Department as a conciliator. A further cessation of work was thereby averted, as was also the necessity of further proceedings in connection with the establishment of the Board.
1908									
Mar.	Dominion Marine Association and Lake Seamen's Union.	Employees	Kingston, Ont. and ports of Great Lakes.	450	Concerning wages and conditions of employment.	Prof. A. Shortt (C) <sup>3</sup> , Jas. Stewart (E) <sup>2</sup> , John A. Flett (M) <sup>1</sup>	April 1	April 14	Differences amicably arranged before the Board and strike thereby averted.

## SESSIONAL PAPER No. 36.

B.—INDUSTRIES OTHER THAN MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION AND OTHER PUBLIC UTILITIES.\*

Date of receipt of application.	Parties to Dispute.	Party making application	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1907 Aug. 28	Montreal Cotton Company and employees.	Employees	Valleyfield, Que.	2,200	Concerning conditions and wages.	Hon. Mr. Justice Fortin, (C) <sup>1</sup> Duncan McCormick, K.C., (E) <sup>1</sup> W. Paquette (M) <sup>1</sup>	Sept. 4	Sept. 24	The employees went on strike on August 13, and the good offices of the Department were requested with a view to effecting a settlement. Mr. F. A. Acland, the then Secretary of the Department,

and Mr. V. DuBreuil, Fair Wages Officer, visited the scene of the dispute and explained the provisions of the Act to the parties, with special reference to the sections enabling a dispute in any industry other than that of a mine or public utility to be referred, by mutual agreement between the disputing parties, to a Board of Conciliation and Investigation. As a result of the explanations and efforts at conciliation on the part of the officers of the Department, an application for a Board was forwarded to the Minister, the employees in the meantime returning to work on August 26. The Board was duly established, with the result that the differences were adjusted and an agreement concluded before the Board dating from September 17, 1907, to be effective until May 4, 1908, and thereafter until either side be given a written notice of cancellation of the same. A feature of the agreement was the establishment of a permanent Committee of Conciliation to which it was agreed that all subsequent disputes should be referred.

\*These disputes were referred to a Board of Conciliation under section 63 of the Act, which provides that "in the event of a dispute arising in any industry or trade other than such as may be included under the provision of this Act, and such dispute threatens to result in a lockout or strike, has actually resulted in a lockout or strike, either of the parties may agree, in writing, to allow such dispute to be referred to a Board of Conciliation and Investigation, to be constituted under the provisions of this Act, etc. Applications referring to disputes in this class of industry were received also in the cases of W. A. Marsh & Company, Boot and Shoe Manufacturers, Quebec; Rosamond Woollen Company, Almonte, Ont.; the Eastern Townships' Manufacturing Company, St. Hyacinthe, Que.; L'Association Internationale des Ouvriers en fourrure, Montreal; Davidson Manufacturing Company, Montreal, and A. Gravel Lumber Company, Etchemin, Que.; but the parties concerned not agreeing to refer the differences for dispute according to the provisions of the Act, no action was taken by the Minister.



## INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

(PROCEEDINGS 1908-1909.)

Statement of Applications of Boards of Conciliation and Investigation and proceedings thereunder from March 31, 1908, to March 31, 1909.

## A.—MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION AND OTHER PUBLIC SERVICE UTILITIES.

1. Appointed by the Minister, under sec. 8, sub-sec. 1, of the I. D. I. Act, on recommendation from party concerned.
2. Appointed by the Minister, under sec. 8, sub-sec. 2, of the I. D. I. Act, in the absence of a recommendation from party concerned.
3. Appointed by the Minister, under sec. 8, sub-sec. 3, of the I. D. I. Act, on the joint recommendation of the two members first appointed.
4. Appointed by the Minister, under sec. 8, sub-sec. 4, of the I. D. I. Act, in the absence of a joint recommendation by the two members first appointed.

## MINING AND SMELTING INDUSTRY.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X, A. R., No. 6.

## 1. COAL MINES

Date of receipt of application.	Parties to Dispute.	Party making application	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1908 May 2	Standard Coal Company and employees.	Employees	Edmonton, Alta...	20	Concerning wages and conditions of labour.	His Hon. Judge Taylor (C) <sup>1</sup> F. B. Smith, (E) <sup>1</sup> ... F. H. Sherman (M) <sup>1</sup>	June 19	July 22	Company had previously made an agreement individually with employees. Representative of men was willing to take agreement for what it was worth but would not enter into same on behalf of union. Board decided to leave the existing agreement intact, and this arrangement appears to have been satisfactory, a strike being thereby averted.
May 12	Nova Scotia Steel & Coal Company and employees.	Employees	North Sydney, N.S.	1,750	Concerning wages and conditions of labour.	Prof. A. Shortt (C) <sup>2</sup> Dr. D. Allison (E) <sup>2</sup> J. W. Maddin (M) <sup>1</sup>	June 19	Aug. 1	An agreement concluded before the Board on all points, and a strike thereby averted.
May 14	International Coal & Coke Company and employees.	Employees	Westville, N.S.	800	Concerning wages and conditions of labour.	.....	.....	.....	No Board was established in this case, the parties having come to an amicable agreement, subsequent to forwarding the application, a strike being thereby averted.

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## SESSIONAL PAPER No. 36.

May	15	Acadia Coal Company and employees.	Stellarton, N.S. ....	800	Concerning wages and conditions of labour.	His Hon. Judge McGillivray (C) <sup>3</sup> Geo. S. Campbell (E) <sup>1</sup> . Jas. Macdonald (M) <sup>1</sup>	June	8 July	2	A unanimous report was made by the Board with recommendations for a settlement of all differences, which is understood to have been accepted as a basis of working operations, a strike being thereby averted.	No Board was established in this case, the parties having come to an amicable agreement subsequent to forwarding the application, a strike thereby being averted.
May	18	Port Hood and Richmond Railway Coal Company and employees.	Port Hood, N.S. ....	300	Concerning wages and conditions of labour.	Rev. Chas. Wilson (C) <sup>3</sup> B. Barnhill (E) <sup>1</sup> R. B. Murray (M) <sup>1</sup>	July	6 July	27	An agreement was effected before the Board on all the points at issue and covering the period of two years from July 31, 1908, a strike being thereby averted.	
July	2	Maritime Coal, Railway Employees & Power Company, Limited, and employees	Chignecto, N.S. ....	200	Concerning wages and conditions of labour.	Chas. Simister (C) <sup>3</sup> F.B. Smith, C.E., (E) <sup>1</sup> Jas. A. McDonald (M) <sup>1</sup> .	Nov.	25 Dec.	14	The Board presented a unanimous report recommending a basis of settlement, which was subsequently, in correspondence with the Department, accepted by both parties to the dispute, a strike being thereby averted.	
Oct.	19	Galbraith Coal Company, Limited, and employees	Lundbreck, Alta. ....	30	Concerning wages and conditions of labour.	His Hon. Judge Wallace (C) <sup>4</sup> G. S. Campbell (E) <sup>2</sup> Daniel McDongall (M) <sup>1</sup> .	Mar.	22		Proceedings unfinished.	
1909	March	4	Dominion Coal Company and employees, members of United Mine Workers of America	3,000	Alleged discrimination against members of United Mine Workers of America.						
2. METAL MINES.											
1908	July	20	Cobalt Central Mining Company, Limited, and employees.	105	Concerning wages and hours	Prof. S. J. Maclean, (C) <sup>4</sup> E. I. Fraleck, (E) <sup>1</sup> C. B. Duke, (M) <sup>1</sup>	Aug.	22 Aug.	29	Unanimous report presented by Board making recommendations for the settlement of the dispute, and no cessation of work was reported.	

## II.—TRANSPORTATION AND COMMUNICATION.

## 1.—RAILWAYS.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1908 April 28	Canadian Pacific Railway Company and various trades in its mechanical departments.	Employees	Canadian Pacific Railway System	8,000	Concerning wages and conditions of labour.	P. A. Macdonald (C) <sup>4</sup> C. F. Fullerton, (E) <sup>1</sup> G. F. Galt, (E) <sup>2</sup> * Jas. Somerville (M) <sup>1</sup>	May 13	16 July	The Board did not present a unanimous report, Mr. Somerville presenting a minority report. The Board made certain recommendations for settlement of dispute which were accepted by Company with some demur. Men refused to accept findings of Board and ceased work on August 5. They returned to work on October 5, accepting finally recommendations of Board.
May 14	Intercolonial Railway of Canada and Station Freight Clerks' Unions, Nos. 1 and 2 of Halifax, N.S., and St. John, N.B.	Employees	Halifax, N.S. and St. John, N.B.	.....	Concerning wages and conditions of labour.	His Hon. Judge McGibbon (C) <sup>4</sup> , H. Holgate, F.E. (E) <sup>1</sup> , J. G. O'Donoghue, (M) <sup>1</sup> , R. E. Finn (M) <sup>1</sup> .	Sept. 8	Oct. 6	The proceedings in this case were under the Conciliation and Labour Act by request of the employers and were subject to delay through the inability to act of the member of the Committee of Mediation and Investigation first appointed on the recommendation of the men. The Committee was finally constituted and a settlement of all differences effected, a strike being thereby averted.
May 29	Canadian Pacific Railway and railway telegraphers in its employ.	Employees	Canadian Pacific Railway system	1,605	Concerning alleged wrongful dismissal of certain employee	Hon. Mr. Justice Fortin (C) <sup>4</sup> C. Campbell, K.C., (E) <sup>1</sup> W. T. J. Lee (M) <sup>1</sup>	June 17	Spt. 26	A unanimous report was made by the Board with recommendations for a settlement of all differences, which were accepted by both parties, a strike being thereby averted.
Aug. 21	Canadian Northern Railway Company and carmen on its Lake St. John Division.	Employees	Lake St. John Division, Canadian Northern Railway.	49	Concerning wages and conditions of labour.	Ludovic Brunet (C) <sup>3</sup> E. A. Evans (E) <sup>1</sup> P. J. John (M) <sup>1</sup> A. Chartrain (M) <sup>1</sup> †	Spt. 30	Nov. 19	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute which were accepted by both parties to the dispute, a strike being thereby averted.

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## SESSIONAL PAPER No. 35.

## 2.—STREET RAILWAYS.

1908 May	8 Ottawa Electric Railway Company and its employees.	Employees	Ottawa, Ont. ....	256 Concerning wages and conditions of labour.	Prof. A. Shortt, (C) <sup>1</sup> J. F. Henderson, (E) <sup>1</sup> J. G. Donoghue, (M) <sup>1</sup>	22 June	15 Differences amicably arranged before the Board and strike thereby averted.
Sept.	3 Quebec Heat, Light & Power Company and its Street Railway employees.	Employees	Quebec, Que. ....	116 Concerning alleged wrongful dismissal of certain employees.	Omer Brunet (M) W. H. Moore (E)	..... Oct.	6 The two members of the Board appointed respectively on the nomination of employing Company and employees, presented a joint statement making certain recommendations for a settlement of the disputed points, which recommendations were accepted by both parties to the dispute as a settlement of the differences, a strike being thereby averted.

## B.—INDUSTRIES OTHER THAN MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION AND OTHER PUBLIC UTILITIES.\*

1908 Dec.	17 The John Ritchie Company, Limited, and certain employees (lasters)	Employees and employers.	Quebec, Que. ....	300 Concerning introduction of certain machine and wages.	Dr. Chas. Cote (C) <sup>2</sup> Felix Marois (E) <sup>1</sup> Z. Bérubé (M) <sup>1</sup>	31 Dec.	17 An agreement was concluded before the Board covering all matters in dispute effective from February 12, 1909 to May 1, 1910, a strike being thereby averted.
Aug.	22 Canadian Pacific Railway Company and firemen and engineers in its employ.	Employees	Canadian Pacific Railway system	7,000 Concerning alleged wrongful dismissal of certain employees.	Hon. Judge Fortin (C) <sup>3</sup> W. Nesbitt, K.C., (E) <sup>1</sup> J. G. O'Donoghue, (M) <sup>1</sup>	5 Jan.	25 A unanimous report presented by the Board, making certain recommendations, for the settlement of the dispute, which were accepted by both parties, a strike being thereby averted.
Aug.	22 Canadian Northern Railway Company and locomotive engineers in its employ.	Employees	Canadian Northern Railway system	341 Concerning wages and conditions of labour.	Hon. Judge Gunn, (C) <sup>4</sup> F. H. Richardson, (E) <sup>1</sup> J. Harvey Hall (M) <sup>1</sup>	14 Nov.	16 A unanimous report was presented by the Board making certain recommendations for the settlement of the disputes, which were accepted by both parties and a strike being thereby averted.

\*These disputes were referred to a Board of Conciliation and Investigation under section 63 of the Act, which provides that "in the event of a dispute arising in any industry or trade other than such as may be included under the provision of this Act and such dispute threatens to result in a lockout or strike, or has actually resulted in a lockout or strike, either of the parties may agree, in writing, to allow such dispute to be referred to a Board of Conciliation and Investigation, to be constituted under the provisions of this Act," etc.

## B.—INDUSTRIES OTHER THAN MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION AND OTHER PUBLIC UTILITIES—Continued.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1908 Dec. 26	Kingston & Pembroke Railway Company and employees, members of Order of Railroad Telegraphers.	Employees	Kingston & Pembroke Railway system	19 dir., 1,600 indir.	Concerning wages and condition of labour.	His Hon. Judge Gunn (C) <sup>1</sup> J. L. Whiting, K.C., (E) <sup>1</sup> J. G. O'Donoghue (M) <sup>1</sup>	Jan. 15		Proceedings unfinished.
Dec. 29	Great Northwestern Telegraph Company and certain Railroad Telegraphers on Michigan Central Railway system	Employees	Michigan Central Railway system	75	Abolition of commission by commercial business on Michigan Central Railway System by Great Northwestern Telegraph Company, without due notice.	Judge McGibbon (C) <sup>1</sup> J. F. Mackay (E) <sup>2</sup> J. G. O'Donoghue, (M) <sup>1</sup>	Feb. 8	Mar. 22	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute. The report was substantially in favour of the employees. The Company had refused to nominate to the Board and claimed irresponsibility on the matter. The inquiry, though not resulting in the agreement understood to have modified the situation to such a degree that danger of the threatened strike was averted.
1909 Feb. 10	Manitoba Cartage Company, Limited.	Employees	Winnipeg, Man....	40 dir., 260 indir.	Concerning alleged discrimination against men connected with the Union.	Rev. Dr. C. W. Gordon (C) <sup>3</sup> Prof. R. Cochran, (E) <sup>2</sup> T. J. Murray (M) <sup>1</sup>	Mar. 2		

\*\*Owing to inability of Mr. R. E. Finn to act as member of Board, Mr. J. G. O'Donoghue was appointed in his stead.

\*Mr. Fullerton, finding himself at an early stage of the proceedings unable to agree with his colleagues resigned from the Board, and the Company declining to make a further recommendation, the Minister appointed Mr. Galt without recommendation.

†Owing to inability of A. Chartrain to act as member of the Board, P. J. John was appointed in his stead.

## SESSIONAL PAPER No. 36.

## INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

(PROCEEDINGS 1909-10.)

*Statements of Applications for Boards of Conciliation and Investigation and of proceedings thereunder from March 31, 1909, to March 31, 1910.*

## A.—MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION, AND OTHER PUBLIC UTILITIES.

1. Appointed by the Minister, under section 8, sub-section 1, of the I. D. I. Act, on recommendation from party concerned.
2. Appointed by the Minister, under section 8, sub-section 2, of the I. D. I. Act, in the absence of a recommendation from party concerned.
3. Appointed by the Minister, under section 8, sub-section 3, of the I. D. I. Act, on the joint recommendation of the two members first appointed.
4. Appointed by the Minister, under section 8, sub-section 4, of the I. D. I. Act, in the absence of a joint recommendation by the two members first appointed.

## I.—MINING AND SMELTING INDUSTRY.

## I. COAL MINES.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 7.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1909 Mar.	4 Dominion Coal Company and employees, members of United Mine Workers of America.	Employees	Glace Bay, C.B....	3,000	Alleged discrimination against certain employees, members of United Mine Workers of America.	His Honour Judge Wallace (C) <sup>4</sup> G. S. Campbell (E) <sup>2</sup> Daniel McDougall (M) <sup>1</sup>	Mar. 22	April 16	The Board did not present a unanimous report, Mr. McDougall presenting the minority report. The Board found against the contentions of the men, and the latter refusing to accept the findings struck, on July 6. It was claimed by the Company that the output of coal from its mines had practically ceased to be affected during the winter months following, although a considerable number of workmen, members of the United Mine Workers of America, remained on strike at the end of March, 1910.
April 13	Nicola Valley Coal & Coke Company and employees.	Employees	Middlesboro, B.C.	150	Alleged discrimination against certain employees.	His Honour Judge P. S. Lampman, (C) <sup>3</sup> Thos. Kiddie (E) <sup>1</sup> Thos. Chas. Brooke (M) <sup>1</sup> .	May 7	June 3 June 16 June 11	The Report of the Board was accompanied by a minority report signed by Mr. T. C. Brooke, the member appointed on behalf of the employees. The report was not accepted by either party, and whilst proceedings were pending for the establishment of a Board in this case the employees ceased work on April 28, and remained on strike until the month of June. On June 15, the Department was informed that an understanding had been reached between the management and the men.



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Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1909 April 26	Nova Scotia Steel & Coal Company, Limited, and employees.	Employees	Sydney Mines, C.B.	340	Wages and conditions of labour and recognition of United Mine Workers of America.	His Honour Judge J. P. Chipman, (C) <sup>1</sup> His Honour Judge MacGillivray (E) <sup>2</sup> D. McDougall (M) <sup>1</sup>	June 7	July 23	The Report of the Board was accompanied by a minority report, signed by Mr. D. McDougall, member appointed on behalf of the employees. The report of the Board found against the claims of the employees. There was, however, no cessation of work, the threatened strike being averted.
May	8 Western Coal Operators' Association, comprising: Alberta Railway & Irrigation Company; H. W. McNeill Company; Pacific Coal Company; Leitch Collieries, Limited; Western Canadian Collieries, Limited; International Coal & Coke Company, Limited, and Hosmer Mines, Limited, and their employees.	Employees	Lethbridge, Coleman, Lillie Bankhead, Hillcrest, Bellevue Passburg, Canmore and Taber, Alta., Hosmer and Frank, B.C.	2,100	Wages and conditions of labour.	Rev. Hugh Grant (C) <sup>1</sup> Colin MacLeod, (E) <sup>1</sup> F. H. Sherman, (M) <sup>1</sup>	May 15	June 21 June 23	The Report of the Board was accompanied by a minority report, signed by Mr. Colin MacLeod, which was, however, in substantial agreement with that of the Board. The report was not definitely accepted by either party, but conferences between the employers and the employees followed its publication, with the result that an agreement was reached, closely following the terms of the award, effective to March 31, 1911. The employees, who had been on strike from April 1, resumed work on July 1.
May	10 Cumberland Railway & Coal Company and employees.	Employees	Springhill, N.S.	1,550	Wages and conditions of labour and recognition of United Mine Workers of America.	Hon. Mr. Justice Longley (C) <sup>1</sup> Chas. Archibald (E) <sup>2</sup> E. B. Paul, (M) <sup>1</sup>	June 5	July 23	The Report of the Board was accompanied by a minority note, signed by Mr. E. B. Paul, the member appointed on behalf of the employees. The Board's findings were substantially in favour of the Company. The award was not however, accepted by the employees, and a strike was declared on August 9, which resulted in the closing down of the Company's mines until early in the month of March, 1910, when operations were resumed on a limited scale.

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June 15	Canada West Coal Company and employees.	Taber, Alta.....	300	Wages and conditions of labour.	His Honour Judge R. Winter (C) <sup>3</sup> , Colin MacLeod (E) <sup>1</sup> , W. C. Simmons (M) <sup>1</sup>	3 July 1919	A unanimous report was presented by the Board, making recommendations for the settlement of the dispute. An agreement based on the findings of the Board was subsequently signed by the parties concerned, effective from July 30, 1909, to March 31, 1911. The employees who had been on strike from April 23, returned to work on July 30.
Nov. 18	Edmonton Standard Coal Company, Limited, and employees.	Edmonton, Alta...	75	Wages and dismissal of employees.	Geo. F. Cunningham (C) <sup>3</sup> , Frank B. Smith (E) <sup>1</sup> , Clement Stubbs (M) <sup>1</sup>	2 Dec. 27	A unanimous report was presented by the Board making certain recommendations for the settlement of the dispute, which were accepted by the parties concerned, a strike being thereby averted.
Dec. 2	James W. Blain, contractor for output of Cardiff Coal Company, Limited, and employees.	Cardiff, Alta. ....	60 dir. 15— indir.	Wages and conditions of employment.	.....	.....	Proceedings in connection with this application were discontinued in view of an agreement being reached by the parties concerned.
1910 Jan. 5	Alberta Coal Mining Company and employees.	Cardiff, Alta. ....	35 dir. 25— indir.	Wages and conditions of employment.	R. G. Duggan (C) <sup>3</sup> , J. O. Hannah, (E) <sup>1</sup> , Clement Stubbs (M) <sup>1</sup>	17	Proceedings unfinished.

## 2. METAL MINES.

1909 April 5	British Columbia Copper Company and employees.	Greenwood, B.C.	225	Alleged discrimination against certain employees.	His Honour Judge P. E. Wilson (C) <sup>4</sup> , Edward Cronyn (E) <sup>1</sup> , John McInnis, M.P.P., (M) <sup>1</sup> .	April 29 May 3 June 11	Three separate reports were presented in this case, the Company expressing its willingness to accept that of the Chairman as a basis of settlement, while the men accepted the report of Mr. John McInnis. The men declared a strike on June 28, which continued until July 24.
1910 Jan. 8	British Columbia Copper Company and employees.	Greenwood, B.C. ....	350	Employees unwillingness to work with non-union men.	J. H. Senkler (C) <sup>4</sup> , John A. Mara (E) <sup>1</sup> , John McInnis (M) <sup>1</sup>	Jan. 10	The Report of the Board was accompanied by a minority report signed by Mr. John McInnis. The Board's report was substantially in favour of the Company; at the close of the year the Department was in communication with the parties to the dispute. No cessation of work occurred.

## II.—TRANSPORTATION AND COMMUNICATION.

## 1. RAILWAYS.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1908 Dec. 26	Kingston & Pembroke Railway Company and employees, members of Order of Railroad Telegraphers.	Employees	Kingston & Pembroke Railway System.	19 dir. 1,600 indir.	Wages and conditions of labour.	His Honour Judge Gunn, (C) <sup>4</sup> J. L. Whiting, K.C., (E) <sup>1</sup> J. G. O'Donoghue, (M) <sup>1</sup>	Jan. 15	April 22	A unanimous report was presented by the Board which made certain recommendations for the settlement of dispute. The report, with recommendations, was accepted subsequently by both parties, a strike being thereby averted.
1909 May 7	Canadian Pacific Railway Company and railroad telegraphers in its employ.	Employees	Canadian Pacific Railway lines.	1,600	Concerning alleged unfair dismissal and breach of contract.	Hon. Mr. Justice Fortin, (C) <sup>4</sup> Wallace Nesbitt, K.C., (E) <sup>1</sup> W. T. J. Lee, (M) <sup>1</sup>	May 29	June 11	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute, which were subsequently, in correspondence with the Department, accepted by both parties concerned, a strike being thereby averted.
June 3	Grand Trunk Pacific Railway Company and engineers, firemen, conductors, brakemen, baggagemen and yardmen in its employ.	Employees	Grand Trunk Pacific lines.	300	Wages and conditions of labour.	Hon. R. F. Sutherland, M.P., (C) <sup>4</sup> F. H. McGuigan, (E) <sup>1</sup> J. G. O'Donoghue, (M) <sup>1</sup>	June 24	Aug. 14	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute and no cessation of work occurred, the threatened strike being averted.
June 8	Canadian Northern Railway Company and its Maintenance-of-way employees.	Employees	Canadian Northern Railway lines west of Port Arthur.	1,100 dir. 700 indir.	Wages and conditions of labour.	His Honour Judge R. H. Myers, (C) <sup>4</sup> W. J. Christie, (E) <sup>1</sup> J. G. O'Donoghue, (M) <sup>1</sup>	June 24	July 21	The report of the Board was accompanied by a minority report, signed by Mr. W. J. Christie. The findings of the Board were subsequently accepted by both parties to the dispute, a strike being thereby averted.
Aug. 11	Intercolonial Railway of Canada and its round-house employees.	Employees	Halifax, N.S. ....	20 dir. 1,000 indir.	Alleged discrimination against certain employees.	Sir Geo. Garneau, (C) <sup>4</sup> Jas. H. Gilmour, (E) <sup>1</sup> Aaron A. R. Mosher, (M) <sup>1</sup>	Sept. 25	Nov. 17	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute. The findings of the Board were subsequently accepted by both parties to the dispute, a strike being thereby averted.



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## I. RAILWAYS—Continued.

Oct.	2	Intercolonial Railway of Canada and machinists and fitters in its employ.	Employees	Intercolonial Railway System.	363 dir. 43 indir.	Concerning dismissal of certain employees and alleged violation of contract.	His Honour Judge John A. Barron, (C) <sup>4</sup> Jas. H. Gilmour, (E) <sup>1</sup> J. G. O'Donoghue, (M) <sup>1</sup> .	Oct.	19 Dec.	8 A	unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute, which were accepted by both parties concerned, a strike being thereby averted.
1909	Dec.	3	Grand Trunk Railway Company and telegraphers and station agents in its employ.	Employees	Grand Trunk Railway lines, east of Detroit, Mich.	760	Wages, advertising of vacancies, etc.	Dec.	21 Feb.	24 A	report was presented which was unanimous on certain of the matters in dispute, Mr. Wallace Nesbitt, K.C., member appointed on behalf of the Company dissenting from the views of the other members on two points. At the close of the year the Department was in communication with the parties to the dispute. No cessation of work occurred.
1910	Mar.	17	Canadian Pacific Railway Company and conductors, baggagemen, brakemen and yardmen in its employ.	Employees	Canadian Pacific Railway lines.	4,360	Wages and conditions of employment.				Proceedings unfinished.
	Mar.	17	Grand Trunk Railway Company and conductors, baggagemen, brakemen and yardmen in its employ.	Employees	Grand Trunk Railway lines.	3,017	Wages and conditions of employment.	Mar.	18		Proceedings unfinished.
	Mar.	17	Toronto, Hamilton & Buffalo Railway Company and conductors, baggagemen, brakemen and yardmen in its employ.	Employees	Toronto, Hamilton & Buffalo lines.	101	Wages and conditions of employment.	Mar.	18		Proceedings unfinished.
	Mar.	19	Grand Trunk Pacific Railway Company and its telegraph and station employees.	Employees	Grand Trunk Pacific lines.	75	Rules and rates of pay.	Mar.	30		Proceedings unfinished.
	Mar.	22	Dominion Atlantic Railway Company and employees.	Employees	Kentville, N.S. ....	4 dir. 25 indir.	Terms of employment and dismissal of certain employees.				Proceedings unfinished.

## 2. STREET RAILWAYS

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1909 April 20	Winnipeg Electric Railway Company and employees.	Employees	Winnipeg, Man....	600	Concerning wages and conditions of labour	Rev. C. W. Gordon, D.D., (C) <sup>1</sup> W. J. Christie, (E) <sup>1</sup> J. G. O'Donoghue, (M) <sup>1</sup>	May 10	June 1	A unanimous report was presented by the Board, accompanied by an agreement covering all points in dispute and effective from May 1, 1909, to May 1, 1911, a strike being thereby averted.

## 3. FREIGHT HANDIERS.

1909 May 17	Canadian Pacific Railway Company and freight handlers in its employ.	Employees	Owen Sound, Ont.	250	Concerning wages.	Donald Ross, (C) <sup>1</sup> Wallace Nesbitt, K.C., (E) <sup>1</sup> J. G. O'Donoghue, (M) <sup>1</sup>	June 5	June 17	A strike of freight handlers employed by the Canadian Pacific Railway Company at Owen Sound, occurred on May 7, and continued until May 10, when application was made for the establishment of a Board under the Industrial Disputes Investigation Act to which the dispute was referred for adjustment. The report of the Board was accompanied by a minority report by Mr. O'Donoghue. The report of the Board was accepted by the parties to the dispute, further cessation of work being thereby averted.

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Aug.	18	Canadian Pacific Railway Company and freight handlers in its employ	Employees	Fort William, Ont.	700	Concerning wages and conditions of labour.	wages (S. C. Young, (C) <sup>3</sup> Aug. 20	Aug. 30	A strike of freight handlers employed by the Canadian Pacific Railway Company, at Fort William occurred on August 9, and continued until August 16, when application was made for the establishment of a Board under the Industrial Disputes Investigation Act, to which the dispute was referred for adjustment. In the application it was stated that the employees were not informed of the provisions of this Act when the strike was declared. A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute, which were accepted by the parties concerned, a further cessation of work being thereby averted.
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## 4. LONGSHOREMEN

1910	Mar.	14	Allan Line; Donaldson Line; Thomson Line; Leyland Line; White Star Dominion Line; Canada Line; South African Line; Mexican Line; Manchester Liners; Black Diamond Line; Head Line; Canadian Pacific Railway Line; and all other owners of steamships navigating to Montreal; and Syndicated Longshoremen of Montreal.	Employees	Montreal, Que.	1,800	Wages and conditions of employment.	Wm. Lyall, (E) <sup>1</sup> Mar. 24	Proceedings unfinished.
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## 5. TEAMSTERS.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board: (C) Chairman, (E) Employer, (M) Men.	Date on which Board was constituted.	Date of receipt of report of Board.	Result of Reference.
1910 Feb. 10	Manitoba Cartage Company, Limited.	Employees	Winnipeg, Man....	40 dir. 260 indir.	Alleged discrimination against men connected with Union.	Rev. Dr. C. W. Gordon, (C) <sup>3</sup> Prof. R. Cochrane, (E) <sup>2</sup> T. J. Murray, (M) <sup>1</sup>	Mar. 2	April 1	A unanimous report was presented by the Board, making recommendations for the settlement of the dispute. The report was not accepted by the Company, but the inquiry had the effect of improving the conditions and bringing about an understanding, so that the threatened strike was averted.

## III.—MUNICIPAL PUBLIC UTILITIES.

1909 July 8	Corporation of Saskatoon, Sask., and labourers in its employ.	Employees	Saskatoon, Sask....	150 dir. 150 indir.	Concerning wages and conditions of labour.	E. J. Mellicke, (C) <sup>1</sup> Alex. Smith, (E) <sup>1</sup> E. Stephenson, (M) <sup>1</sup>	Aug. 4	Sept. 9	A report was presented by the chairman and Mr. Alex. Smith, making certain recommendations for the settlement of the dispute, and stating also that an agreement had been reached on all points except the establishment of a minimum wage scale and recognition of the employees' union. No cessation of work was reported.
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## B.—INDUSTRIES OTHER THAN MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION AND OTHER PUBLIC UTILITIES.

1909 April 27	Dominion Textile Company and mule spinners in its employ.	Employees	Montreal, Que.....	70 dir. 3,000 indir.	Concerning wages and condition of labour.	Hon. Mr. Justice Fortin, (C) <sup>3</sup> F. G. Daniels, (E) <sup>1</sup> A. A. Gibeault, (M) <sup>1</sup>	Mar. 7	May 25	A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute, which were accepted by both parties concerned, a strike being thereby averted.
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## III.—THE COMBINES INVESTIGATION ACT.

In the speech from the Throne at the opening of the past session of Parliament, reference was made to the proposed introduction of a measure for the more effective control of combinations which unduly enhance prices. A Bill for this purpose was introduced in the House of Commons on January 18, 1910, by the Minister of Labour, which, after consideration by both Houses of Parliament, passed into law on the 4th of May following, under the title of "An Act to provide for the investigation of Combines, Monopolies, Trusts and Mergers." Since the Act will be administered under the direction of the Minister of Labour, it seems proper to state briefly in this report the nature of the legislation enacted and the reasons for the enactment of the same.

The legislation in question, as an examination of the Parliamentary debates will show, has not been enacted in any spirit of hostility to industrial or commercial combination. On the contrary, the benefits and economies of organization on a large scale, both in trade and industry, have been fully recognized. But whilst it is not desired to interfere unnecessarily with the free play of economic forces, it has been urged that the growth of great power under corporate control is not free from possible danger to the country at large, and, indeed, imposes upon the state the duty of insuring that no private interest shall be allowed to operate against the public good, but rather that the interest of all classes shall be afforded by the state such protection as they may require, since it is organized society which has alone made possible the organization of capital and industry. It is in recognition of this obligation on the part of the Government to the people that the present Act has been introduced and has been adopted by Parliament. The classes of transactions to which it is intended that the Act should apply have been recognized as illegal under the common law of England for centuries past, and have, moreover, been specifically declared unlawful by legislative enactment in this country. The object of the present legislation has been to place at the disposal of the people a readier and, it is believed, a more effective means than is now available in Canada of disclosing and of remedying the abuses of combines which may be formed whether as corporations, monopolies, trusts or mergers, or in the looser forms of agreements, understandings or arrangements, for the purpose of unduly enhancing prices or of restricting competition to the detriment of consumers or producers. The remedy which the Combines Investigation Act has placed at the service of the public in this respect may be shortly expressed in three words,—investigation, publicity and penalty, the first two substantially the same remedies as those offered in the case of industrial disputes by the Industrial Disputes Investigation Act, 1907, and applied by a procedure which in many respects approximates that pursued in the case of the Act named. The operation of the Industrial Disputes Investigation Act, based essentially on

these principles, has been strikingly effective, as has been made apparent in the different official reports of the Department on the subject, and there is reason to believe that the same principle carried into this new field of investigation would be productive equally of good results.

#### METHODS OF PROCEDURE.

To secure an inquiry under the terms of the Act it is necessary that application be made to any High Court Judge by six persons, British subjects, resident in Canada and of full age, who are prepared to declare that a combine exists in respect of any article of trade or commerce and that prices have thereby been enhanced or competition restricted to their detriment, either as consumers or as producers; provided, further that a *prima facie* case is made out by which the judge has been satisfied that there is reasonable grounds for believing (1) that a combine exists which is injurious to trade; or (2) which has operated to the detriment of consumers or producers; and (3) that it is in the public interest that an investigation should be held.

All reasonable and proper expenses incurred in connection with an application for investigation under this statute may be paid on order of the judge out of an appropriation set apart for this purpose by Parliament. Provision is made also in the statute whereby the necessary expenses of the subsequent investigation may be borne by the State.

Publicity will be secured through the publication of the findings in the *Canada Gazette* and in the public press.

Whenever an order for investigation has been granted by a judge in respect of the affairs of an alleged combine the same will be communicated at once to the Minister of Labour so that steps may be taken for the establishment of a Board of Investigation.

In order that the inquiry may be as fair and as full as possible it is provided that each of the parties interested in getting at the truth, namely, on the one hand, the applicants for investigation, and on the other hand, the persons believed to be concerned in the alleged combination, may be represented on the Board of Investigation; in this way it is hoped to secure the services on the Board of persons who will be exceptionally well qualified for the work entrusted to it. Each Board established under the Act will have a membership of three, namely, one member to be appointed on the recommendation of the persons upon whose application the order for investigation has been granted; a second to be appointed on the recommendation of the persons named in the order as being concerned in the alleged combine; and the third, who shall be designated as the Chairman and who must be a judge of one of the courts of record, to be appointed on the joint recommendation of the other two members of the Board, or, in the absence of any such joint recommendation, to be appointed by the Minister of Labour.

Before entering upon his duties each member of a Board appointed under the Combines Investigation Act must swear that he will truly, faithfully and impartially perform his duties as a member of the Board; that he is a



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British subject; that he has no direct pecuniary interest in the alleged combine that is to be the subject of investigation; that he has not received and will not accept either directly or indirectly any perquisite, gift, fee, or gratuity from any person in any way interested in any matter or thing to be investigated by the Board; and that he is not immediately connected in business with any of the parties applying for this investigation, and is not acting in collusion with any person therein.

For the purposes of investigation Boards of Investigation will have all the powers which are vested in any court of record in civil cases, that is to say the right to summon and to examine witnesses under oath and the right to require the production of such books and papers or other documents or things as the Board deems requisite to the full investigation of the matters into which it is inquiring. Whenever in the opinion of the Minister of Labour the public interest so requires, the Minister of Justice may instruct counsel to conduct the investigation before a Board.

## PROCEDURE SUBSEQUENT TO INVESTIGATION.

Whenever it appears to the satisfaction of the Governor in Council as the result of any investigation or from the judgment of any court that a combine exists with regard to any article to promote unduly the advantage of the manufacturers or dealers at the expense of the consumers, and if it appears to the Governor in Council that such disadvantage to the consumer is facilitated by the duties of customs imposed on the article or on any like article, the Governor in Council may direct either that such article be admitted free into Canada or that the duty thereon be reduced to such amount or rate as will, in the opinion of the Governor in Council, give the public the benefit of reasonable competition.

In case it should appear from the report of any Board that the holder of any patent issued under the Patent Act has made exclusive use of rights and privileges thereunder "so as to unduly limit the facilities for transporting, producing, manufacturing, supplying, storing or dealing in any article of trade and commerce; or to unduly restrain or injure trade or commerce in relation to such article; or unduly to prevent, limit or lessen the manufacture or production of any article, or unreasonably to enhance the price thereof; or unduly to prevent or lessen competition in the production, manufacture, purchase, barter, sale, transportation, storage or supply of any article, such patent shall be liable to be revoked." In this respect the present legislation is intended to supplement the provisions of the Patent Law of Canada against the abuse of patent rights. Where it is reported that a patent has been misused to any of the ends above mentioned the Minister of Justice may apply to the Exchequer Court for a revocation of the same.

It is also provided that any person who has been reported by a Board for violation of the terms of this statute and who thereafter continues to offend is guilty of an indictable offence and liable to a penalty not exceeding \$1,000 per day and costs during which such person so continues to offend

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for each day after the expiration of ten days, or such extension of time as in the opinion of the Board may be necessary, from the date of the publication of the Board's report in the *Canada Gazette*.

The findings of Board may also serve as a basis for effecting other remedies in the case of offending monopolies or corporations, as for example the cancellation of licenses under the Inland Revenue Act, where it is shown the same are being used to restrict competition, or the withdrawal of subsidies, in cases of alleged combines in shipping or transportation; under the terms of section 3 of the Act the general administration of this statute is entrusted to the Minister of Labour.

#### PREVIOUS LEGISLATION IN CANADA AND ELSEWHERE.

In the framing of this enactment a careful examination has been made of the laws which were already on the statute books of Canada with respect to combines, viz.: Sections 496, 497 and 498 of the Criminal Code, 1906; Section 12 of the Customs Tariff Act, 1907; and Chapter 17 of 4 Edward VII. —“An Act to amend the Inland Revenue Act”; and an attempt has been made to supplement these measures in such respects as experience has proven desirable, having in mind especially the remarkable growth of both commercial and industrial consolidation in Canada within recent years, and the further fact that in some quarters at least this development has been held responsible for the increased prices of various classes of commodities.

In an examination of this subject attention has been directed to the work of a special committee of the House of Commons in the session of 1888 which was appointed for the purpose of inquiring into and reporting upon the existence of certain alleged combinations in the manufacturing industries, in trade and in insurance in this country, and to the effects of the inquiry, in connection with which it may be observed that the inquirer can not fail to be deeply impressed with the beneficial results accruing in matters of this nature from investigation and publicity.

At the same time a study has been made of the several legislative enactments of the United States, of various European countries, and of Australia, for the prevention and the punishment of injurious combines, so that the legislative experience of these countries in regard to what is commonly known as the Trust Problem might be available in the framing of the present enactment.

It has been made a subject of complaint that proceedings under the Anti-Combines Sections of the Criminal Code of Canada, under which a number of prosecutions have been entered, have been both slow and expensive, and subject also to such restrictions as have made it extremely difficult to secure a conviction. In its consideration of the subject Parliament has not deemed it wise to rescind these sections but has left the criminal law as it stood for possible use in such cases as time may disclose in which the penalties there provided may prove at once the most suitable and the most effective forms of punishment for offenders.

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## SOME ASPECTS OF THE NEW ACT.

Procedure under the Combines Investigation Act will not necessarily cast any stigma upon those who are held to be concerned in an alleged combine. The actual inquiry before the Board will not be in any sense a criminal prosecution, but rather in the nature of a commission of inquiry at the cost of the state into matters of concern to the public at large and on the result of which will be based such remedial action as the necessities of the case require.

Under the Anti-Combine Section of the Customs Tariff Act provision is already made for public inquiry into the facts connected with any alleged combine where it is believed that the same is facilitated to any extent by the duties of customs. It is further provided that the Governor in Council may afford a remedy to consumers by the reduction or the abolition of the duties on any article of trade or commerce affected. The advantages of inquiry in this respect were shown some years ago in connection with an investigation which was made by Royal Commission into the existence of an alleged combine of paper manufacturers. On April 10, 1901, complaint was made to the Governor in Council under this section that there existed among Canadian paper manufacturers a combine to unduly increase the price of news and printing paper. This complaint was made the subject of a special inquiry by the late Honourable Mr. Justice Taschereau, of the Superior Court of Montreal, who reported that the complaint was well founded and that in his opinion the said enhancement of prices was undue, unreasonable, and oppressive. On April 25 following, an Order in Council was passed by which relief was afforded to users of news and printing paper by the reduction of the customs tariff on these articles from 25 per cent to 15 per cent.

Under the terms of the Combines Investigation Act it will be possible for the Governor in Council, where it has been established before a Board of Investigation that any injurious combine has been formed in respect of the manufacture of certain articles in Canada, to reduce or abolish the duties on such articles. Instead, therefore, of being under the necessity of appointing Royal Commissions of inquiry into such matters the investigation of complaints in this connection may hereafter be performed by Boards under the Combines Investigation Act, although authority is retained by the Governor in Council to act upon the report of any Royal Commission or of any judgment of any court in Canada, which has disclosed the existence of a conspiracy, combination, agreement, or arrangement of a monopolistic character in restraint of trade.

It should be added that by Chapter 17 of 4 Edward VII., "An Act to amend the Inland Revenue Act," the Minister of Inland Revenue has been empowered to cancel inland revenue licenses where manufacturers holding the same have sold their goods under a monopolistic form of contract designed to prevent purchasers buying goods from any other manufacturer or dealer. In its consideration of the subject of combines generally it has not been thought advisable by the Dominion Parliament to amend or to re-



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scind the existing law in this respect, but to render it more effective by providing machinery for disclosing monopolistic forms of contract.

The text of the Combines Investigation Act is printed in the appendix to the present volume. It will be seen that the prescribed form of application for an investigation and that also of the judicial order for investigation are printed with the Act. Forms available on application have been specially prepared in the Department for these purposes, as also forms relating to the appointment of members, the oath of office, the summoning of witnesses, etc.

In the closing days of the session the sum of \$10,000 was appropriated for the administration of the Act during the year 1910-11.

## IV.—ROYAL COMMISSION OF INQUIRY ON INDUSTRIAL TRAINING AND TECHNICAL EDUCATION.

In the House of Commons on January 28, 1910, the Minister of Labour announced that it was, in the opinion of the Government, desirable that a Royal Commission of Inquiry on the subject of Industrial Training and Technical Education should be appointed, and that it should be vested with authority to visit Great Britain, the United States, France, Germany, and, if necessary, other countries for the purpose of studying the systems of technical education which have been established by these nations, and for the purpose also of reporting on the same. On May 3 following, an appropriation of \$25,000.00 was voted by Parliament for the expenses of this inquiry. The personnel of the Commission as appointed by the Governor in Council was announced, shortly after the close of Parliament, to be as follows, viz:—

James W. Robertson, Esq., C.M.G., LL.D., of Montreal, Que., Chairman.

Hon. John N. Armstrong, Esq., of North Sydney, N.S.

George Bryce, Esq., LL.D., F.R.S.C., of Winnipeg, Man.

M. Gaspard DeSerres, of Montreal, Que.

Gilbert M. Murray, Esq., B.A., of Toronto, Ont.

David Forsyth, Esq., M.A., of Berlin, Ont.

James Simpson, Esq., of Toronto, Ont.

Mr. Thomas Bengough, Toronto, was appointed secretary and reporter to this Commission.

The needs of Canada in respect of industrial training and technical education have been brought to the attention of the Government on several occasions during recent years, in particular by the Canadian Manufacturers Association, the Dominion Trades and Labour Congress and the National Trades and Labour Congress. An elaborate memorial was presented some years ago to His Excellency the Governor General by the Canadian Manufacturers Association requesting that the Dominion Government should undertake such an inquiry as is now proposed, and for several years this body has carried on an active and enlightening campaign, resulting in the presentation at the last annual meeting of the Association of a valuable report on the subject. Similarly, deputations from the Dominion Trades and Labour Congress and from the National Trades and Labour Congress have on several occasions waited on the Government urging action along the lines proposed, and the desirability of the appointment of a Commission has frequently formed the subject of interesting debates at the annual meetings of these respective organizations, resolutions in favour of the establishment of a Dominion

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Commission having been passed from year to year. The terms of the latest resolution passed on the subject by the Dominion Trades and Labour Council are as follows:—

Whereas, the Dominion and Provincial Governments of Canada lack greatly in schools for technical education and are very much behind Germany and France in this respect, and in addition the United States, which is our closest and keenest competitor in trade matters; be it resolved, That the incoming executive be instructed to appeal to the Federal and Provincial Governments to exact such legislation, and make such appropriations as will permit the mechanic and artisan of Canada the privilege of technical education on lines of electric and civil engineering, chemistry, wood carving, modeling, etc. In spite of the fact that the Dominion Government in the past has said that according to the British North America Act all education is delegated to the Provincial Governments, this matter is one of national import, and could be taken up under the Department of Trade and Commerce and be well within their scope.

The resolutions passed from time to time by the National Trades and Labour Congress have been to the same effect.

Some further evidence of the public interest in the subject of technical education is found in the appointment of a special committee by the Toronto school board to visit the various cities of the United States, of which committee Mr. James Simpson, Chairman of the board, was a member. The subject also has been referred to on more than one occasion in the debates of the Dominion Parliament, formed the theme of a most interesting discussion in the House of Commons on December 6 last in connection with a resolution proposed by Mr. Hugh Guthrie (South Wellington) "That in the opinion of this House it is desirable that a Commission of Inquiry should be forthwith appointed to investigate the needs of Canada in respect of technical education, and to report on ways and means by which these needs may be best met." In pressing this resolution, Mr. Guthrie stated that he did so at the request of the Canadian Manufacturers' Association and of the Dominion Trades and Labour Congress, and further observed that resolutions in favour of the present motion had been adopted by between fifty and sixty Boards of Trade and Chambers of Commerce in Canada.

In Mr. Guthrie's speech and in the ensuing debate allusion was made to the attention which had been given to technical education in Great Britain, in the United States, in Germany, and in other foreign countries, and to the very great benefits which have been derived therefrom. The point was also strongly emphasized that the subject of technical education and industrial training is one deserving of greater attention than has been bestowed upon it in Canada up to the present time; and that, indeed, if Canadians are to obtain their share of the world's trade they must realize that this can only be done by bring their workmen up to the highest degree of efficiency and by seeing that Canadian industries are managed by men of technical training and knowledge. In the discussion of Mr. Guthrie's motion it was contended that the appointment of a Commission of Inquiry on Technical Education would not conflict with the jurisdiction of the Provinces, and that the results of the inquiry could not but prove of very great benefit to all



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parts of the Dominion through the full information which it would place at the disposal of the various Governments and interests concerned. The Minister of Finance, the Minister of Labour, and the leader of the Opposition were among those who took part in the discussion and expressed their sympathy with the object of Mr. Guthrie's motion. The debate on the motion was adjourned at the request of the Minister of Labour in order that an opportunity might be afforded to the Government of further considering this proposal from the point of view of the attitude of the Provinces towards Federal action in respect of technical education.

## CORRESPONDENCE WITH PROVINCIAL PREMIERS.

On December 13 a letter was addressed by the Minister of Labour to the Prime Ministers of the several Provinces of Canada, in which the latter were asked whether the appointment by the Federal authorities of a Commission of Inquiry into the needs and present equipment of the Dominion as respects industrial training and technical education, and into the systems and methods of technical instruction obtaining in other countries would meet with the approval of the several Provinces and whether, in particular, exception to such a course would be taken by any of the Provinces on any ground of jurisdiction. The communications in question which were exchanged between the Federal and Provincial authorities were in the following terms:

*The Minister's Letter of Inquiry.*

Ottawa, December 13, 1909.

Dear Sir:—

The Dominion Government is considering the advisability of appointing a Royal Commission to inquire into the needs and present equipment of the Dominion as respects Industrial Training and Technical Education, and into the systems and methods of technical instruction obtaining in other countries, particularly in Great Britain, France, Germany and the United States. It is intended that the commission shall be solely for the purpose of gathering information, the information when obtained to be published in a suitable report to be at the disposal of the Provinces and available for general distribution.

I may say, that the view of the Government is that a Commission of the kind suggested might render valuable services to the Dominion as a whole, since it would be in a position to conduct an inquiry on a wider and more comprehensive scale than might be considered desirable or possible in the case of the different Provinces, and which if undertaken by the Provinces individually must lead inevitably to the duplication and re-duplication of energy and expense. It is recognized, however, that the work of such a commission to be of national service should have the hearty endorsement of the Governments of the several Provinces of the Dominion, and I am, therefore, writing to ask if the appointment by the Federal authorities of a Commission of the character and scope suggested, would meet with the approval of your Government, and to inquire in particular, inasmuch as some doubt has been expressed on the point, whether exception to such a course would be taken on any grounds of jurisdiction.

Yours faithfully,

(Signed) W. L. MACKENZIE KING,

Minister of Labour.

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*Reply from the Premier of Nova Scotia.*

Halifax, December 23, 1909.

Dear Sir,—I beg to acknowledge the receipt of your letter of the 13th inst., on the subject of the advisability of appointing a Royal Commission to inquire into the needs of Technical Education.

I would be delighted to see such a Commission appointed by your Government; in fact, I have long advocated such a course being taken and you can accept my assurance that such a course, if adopted, will meet with the hearty approbation of the Government of Nova Scotia.

Yours truly,  
(Signed) G. H. MURRAY.

Hon. W. L. Mackenzie King.

Minister of Labour, Ottawa.

*Reply from the Premier of New Brunswick.*

St. John, N.B., December 16, 1909.

Hon. W. L. Mackenzie King,

Minister of Labour, Ottawa.

Dear Sir,—I beg to acknowledge receipt of your favor of the 13th instant, informing me that the Dominion Government is considering the advisability of appointing a Royal Commission to inquire into the needs and present equipment of the Dominion as regards industrial training and technical education, and into the system of methods of technical instruction prevailing in other countries, specially in Great Britain, as a whole, and I have no hesitation in saying that the appointment by the Federal authorities of a Commission of the character and scope suggested in your letter, would meet with the approval of my Government, and no exception would be taken to such a course on any ground of jurisdiction.

Yours very truly,  
(Signed) J. D. HAZEN.

*Reply from the Premier of Prince Edward Island.*

Charlottetown, December 18, 1909.

Dear Sir,—I beg to acknowledge receipt of your letter of the 13th instant, regarding the advisability of the Dominion Government appointing a Royal Commission to inquire into the needs and present equipment of the Dominion as respects Industrial Training and Technical Education, and into the systems and methods of technical education obtaining in other countries, &c., with the request that the matter should be considered and approved of by the Government of this Province, and whether exception to such a course would be taken on the grounds of jurisdiction.

In reply, I beg to say that your proposal meets with the approval of our Government, and I wish to assure you that no exception will be taken upon the grounds of jurisdiction. We believe it would be in the interest of the country at large that such a Commission should be appointed, and that all possible information be obtained upon a subject of so much importance.

Yours faithfully,  
(Signed) F. L. HASZARD,

The Hon. W. L. Mackenzie King,

Minister of Labour, Ottawa, Ont.

Premier.

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*Reply from the Premier of Ontario.*

Toronto, December 16, 1909.

Dear Sir,—I have your letter of the 13th instant.

I understand that the object of the proposed Commission, to inquire into the needs and present equipment of the Dominion as respects training and technical education and into the system of methods for technical instruction obtaining in other countries, will be solely for the purpose of gathering information. This being so, I see no objection to the creation of the Commission, and no exception will be taken to it on the part of the Province of Ontario.

Yours very truly,

(Sgd.) J. P. WHITNEY.

The Hon. W. L. Mackenzie King,  
Minister of Labour, Ottawa.

*Reply from the Premier of Quebec.*

Quebec, December 30, 1909.

The Hon. W. L. Mackenzie King,  
Minister of Labour, Ottawa.

Sir,—I have submitted to my colleagues of the Executive Council the letter you were kind enough to write to me on the 13th instant, asking me whether the Government of the Province of Quebec would approve the appointment by the Federal authorities of a Commission to make an investigation concerning technical education in this country.

We are of the opinion, my colleagues and myself, that anything pertaining to public education—whether the subject be special teaching or general teaching—belongs to the Provinces exclusively, and I want to write you so, in order that there may be no misunderstanding on that point. As, on the other hand, you give me the assurance that the Federal authorities, in instituting a Commission of Investigation, would simply do it with a view to help the Provincial Governments by having collected information which they would later on put at the disposal of the latter, we see no objection to the appointment of such a Commission.

Please accept, Sir, the expression of my highest regards,

(Sgd.) LOMER GOUIN,  
Prime Minister.

*Reply from the Premier of Manitoba.*

Winnipeg, December 16, 1909.

Sir,—I have the honor to acknowledge receipt of yours, under date of December 13th, regarding the advisability of appointing a Royal Commission to inquire into the Industrial training and technical education of Canada.

I appreciate the fact that education is a matter under the Constitution entirely vested in the Provinces and realize that it is a delicate question on which to give advice such as you solicit.

The matter is an important one and I think, in view of the rapid strides along industrial lines that the Canadian people are making, there



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is necessity for more attention being given to technical education than what has been the practice or custom in the past.

I shall certainly be pleased to see more interest taken in this matter, and our young men better qualified for the opportunities that are offered along industrial lines by having a first-class technical education to qualify them for the responsible and important positions that are awaiting men of that quality.

I have the honor to be, Sir

Your obedient servant.

(Sgd.) R. P. ROBLIN,  
Premier.

Hon. W. L. MacKenzie King,  
Minister of Labour, Ottawa.

*Reply from the Premier of Saskatchewan.*

Regina, December 21, 1909.

Dear Mr. King,—I have duly received your letter of the December 13th on the subject of Technical Education and the proposal now under consideration by your Government for instituting an inquiry by a Royal Commission, and which asks whether the proposal meets with the approval of the Saskatchewan Government, and whether any exception would be taken by us on the ground of jurisdiction.

I may very readily state that the Saskatchewan Government will raise no objection against the proposed inquiry by the Dominion Government on any grounds; on the contrary we believe that the Federal Government is the proper authority to proceed in the matter in the way proposed, that it is a subject which can be more efficiently, economically, and effectively dealt with by the Central Government than by the various Provincial Governments; and, in addition that, inasmuch as industrial training and technical instruction intimately affect trade and commerce, these branches of education ought to be viewed from the National rather than from the Provincial standpoint.

Believe me,

Very sincerely yours,

(Sgd.) WALTER SCOTT.

Hon. W. L. MacKenzie King, C.M.G.,  
Minister of Labour, Ottawa, Ontario.

*Reply from the Premier of Alberta.*

Edmonton, Alta., Dec. 28, 1909.

Dear Sir,—I am instructed by the Hon. Premier Rutherford to acknowledge receipt of your letter of the 13th, in reference to the advisability of the Dominion Government appointing a Royal Commission to inquire into the needs and present Industrial Training and Technical Education.

I am directed by the Premier to say that this project meets with the hearty endorsement and approval of his Government.

Yours faithfully,

(Sgd.) M. J. McLEOD.  
Clerk Executive Council.

Hon. W. L. Mackenzie King,  
Minister of Labour, Ottawa, Ont.

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*Reply from the Premier of British Columbia.*

Victoria, January 15, 1910.

Hon. W. L. Mackenzie King,  
Minister of Labour, Ottawa, Ont.

Dear Sir,—I beg to confirm my telegram to you of January 10, as follows:—

“Owing to absence of Minister of Education with whom I wished  
“to confer, regret being unable to reply sooner to your favour regarding  
“Technical Education. He has now returned and an answer will be sent  
“you promptly.”

Having since then had an opportunity of consulting with the Minister of Education, I beg to state that the appointment of a Commission by the Dominion to inquire into the subject of Industrial Training and Technical Instruction meets with the approval of this Government.

It is not the intention of the Government of this Province to take exception to the course you propose on any grounds of jurisdiction.

I might add that this Government will gladly afford any facilities in its power to assist in carrying out the object in view.

Yours very truly,

(Sgd.) RICHARD McBRIDE.

# V.—SPECIAL REPORT ON WHOLESALE PRICES, 1890-1909, INCLUSIVE —INAUGURATION BY THE DEPARTMENT OF A COMPREHENSIVE METHOD OF PRESENTING STATISTICS OF PRICES.

For some time past, and especially since the beginning of the present century, one of the most important features of the general economic situation in Canada has been a rapid and continuous advance in prices and the cost of living. Reaching in 1907 a level unprecedented in many years previously, prices receded to some extent in 1908; the check, however, proved but temporary, and in the closing months of 1909 the high cost of living had become the subject of discussion throughout the community affecting as it did the immediate well-being of nearly every one, especially those of the wage-earning and other classes dependent on a fixed income.

In the United States as in Canada public feeling was greatly aroused. Boycotts against the use of meats and other provisions were undertaken in several localities, and numerous investigations into the nature and causes of the increase were conducted both on public and private initiative. "When the history of 1910 comes to be written," says the Editor of *Bradstreet's Journal*, in an article published during March, 1910, "not the least memorable of its happenings to be chronicled will probably be the great agitation, partaking of the proportions of a national revolt against the high prices of food."

## DEPARTMENTAL RECORD OF PRICE CHANGES.

For some years past the opening article of the *Labour Gazette* has contained a paragraph devoted to a brief mention of the more important price changes reported in the preceding month. Prices have been regarded in this statement in a twofold light, first, as indicating tendencies in the cost of living, and, secondly, as reflecting current industrial and trade conditions. Both wholesale and retail price fluctuations have been included in this statement, the former as a barometer of passing business sentiment and the latter as representing changes in the actual cost of living to the consumers.

The unsatisfactoriness of general statements in such a matter led the Department some time ago to design a more comprehensive and systematic manner of treating the subject of prices, and steps to carry out this design were taken early in 1909. It was decided to deal henceforward with wholesale and retail prices separately. As the latter depend largely on local conditions, quotations for over thirty staple commodities entering largely into the cost of living (including foods, fuel and lighting, to which rentals were added), are to be obtained monthly from forty-eight important industrial centres throughout Canada. This, it is thought, will cover adequately the cost of living aspect.\* With regard to wholesale prices a list of 230 articles representing the most important departments of Canadian production and trade was compiled, quotations of each article to be obtained from month to month in a governing or representative wholesale market, the whole to be combined and analysed in accordance with accredited statistical practice. It may be added that in carrying on the latter record it was decided to employ the method of index numbers and to reduce the statistics each month to a series

\*For a more detailed description of this feature see reference in the chapter of the present report devoted to the work in connection with the *Labour Gazette* during the past year.



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of indices whereby the movement of prices both as a whole and in the leading departments of trade might be measured with some degree of accuracy.

## SPECIAL INVESTIGATION INTO WHOLESALE PRICES.

It was shortly after the above arrangements had been determined upon that the general cost of living situation entered upon that acute stage to which reference has been briefly made above. It will readily be understood that the inauguration of a periodic review involving the calculation of an index number requires a careful preliminary investigation in order to establish a proper basis for the future inquiry. It was, accordingly, with a two-fold object that the Department began early in 1909 a special investigation, into the course of wholesale prices in Canada during the past twenty years, namely, from the beginning of 1890 up to and including the year 1909. The twofold object was, (1) to afford, as above stated, a proper basis for the monthly index number, and (2) to place at the disposal of the public at the time when the general interest in the question was at its height, comprehensive and accurate information concerning the rise in prices which has occurred during the past few years, accompanying the same with various material not readily accessible which might be of value in connection with the study of price fluctuations in Canada. The investigation proved to be the most elaborate and extended work of the kind ever carried out by the Department, and it was decided in view of the general interest in its subject to publish its results in the form of a special result.

## GENERAL PLAN OF THE INVESTIGATION.

The investigation was limited to the past twenty years, owing to the fact that it was found possible within that period to go back some distance prior to the time at which the recent rise began and thus to obtain a sufficiently detached point of view.

The commodities were arranged for the purpose of the inquiry in thirteen general groups as follows:—

Group.	Number of Commodities.
1. Grains and fodder.....	13
2. Animals and meats.....	15
3. Fish.....	9
4. Dairy produce.....	5
5. Other foods (groceries, fruits, vegetables, etc.).....	37
6. Textiles:—	5
(a) Woollens.....	4
(b) Cottons.....	3
(c) Silks.....	3
(d) Linens.....	2
(e) Jutes.....	2
(f) Miscellaneous.....	11
7. Hides, leather, boots and shoes.....	27
8. Metals and implements.....	10
9. Fuel and lighting.....	
10. Building material:—	11
(a) Lumber.....	14
(b) Other building materials.....	14
(c) Paints, oils and glass.....	
11. House furnishings (furniture, crockery and glassware, kitchen furnishings and table cutlery).....	15
12. Drugs and chemicals.....	16
13. Miscellaneous:—	4
(a) Furs.....	4
(b) Liquors and tobaccos.....	4
(c) Sundry.....	6

For each of the 230 commodities in the investigation an effort was made to secure a reliable price quotation in a primary or a representative wholesale

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market for the opening market day of each month in each year back to 1890. The daily press and weekly trade journals, the printed reports of exchanges, boards of trades, &c., were the sources chiefly laid under contribution, the Toronto and Montreal markets furnishing the great mass of the quotations. It may be added that the books of manufacturers and wholesalers were, by courtesy of the owners, consulted in many instances for supplementary information and for general purposes of verification.

In analysing and interpreting the results the well-known method of index numbers was employed. An index number of any article or number of articles at any date is the percentage which the price of that article or number of articles at the date in question is of the price of the same article or articles at some other date or period selected as a standard. Percentages of this kind, it will be understood, may be combined and compared in a way impossible with actual prices. In the present investigation the period selected as the base or standard was the decade 1890-1899.

#### A SPECIAL REPORT ISSUED.

These and other details with regard to the investigation were set forth in the introductory portion of the special report embodying the results of the investigation, which, as above stated, was prepared in the Department during the past year, being in the press as the year closed. The remaining part of this chapter may take the form of a review of the report and of the leading results therein set forth.

In presenting the statistics, the subject matter of the report was divided into three parts:

Part I.—In the first part of the report, the records of actual price quotations obtained are given. These represent the complete body of statistical matter secured in the case of each commodity and form the ground work of the whole report. Full details are given at the head of each table of the source of the statistics, exact quantity of the articles quoted, &c. The average price for each year is also shown.

Part II.—Following the tables of actual prices, a series of tables is given in which the average annual prices shown in Part I. are expressed in the form of index numbers. This enables the price fluctuations of the several commodities from year to year to be compared on a similar basis and to be combined so as to show the movement by related groups. An index number is given for each commodity, for each of the several divisions and subdivisions indicated in the list of commodities, and for certain other groupings which it is thought will be of interest.

Part III.—In the third division of the report a series of charts is published which will show at a glance the more important features of the price movement of the past twenty years. These charts are based on Parts I. and II. and are self-explanatory.

Appendix.—In an appendix to the report various matter of direct interest to the study of prices is presented. The appendix is in three parts: (1) a description of the technical problem involved in the construction of the index number. (2) A review of the more celebrated index numbers of Great Britain and foreign countries, with tables and diagrams of the results which they severally show. (3) A statement as to the causes and effects of

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price variations, with special reference to existing conditions in Canada, and the character of the data necessary to determine the same with exactness.

## GENERAL RESULT OF THE INVESTIGATION.

The net result of the investigation is perhaps most clearly indicated by the chart on the opposite page, in which the line indicates the course which the averaged prices of all commodities included in the investigation followed from 1890 to 1909, inclusive. The level indicated by the number 100 represents the average price of the commodities during the decade 1890-99.

The aggregate index number on which the chart is based is shown in the table published on page 107, which also contains from year to year the index numbers for the several groups into which the commodities are divided.

On referring to the table and chart, it will be seen that prices in Canada followed a downward course from 1890 to 1897. This was succeeded during the ensuing decade by a more rapid upward movement which culminated in 1907. The last mentioned year was by a considerable margin the highest point in the twenty-year period. Prices fell in 1908, but were upward again in 1909.

Comparing the more important points in this progress with the average level of prices during the decade 1890-1899, it will be seen that in 1890 prices were somewhat over 10 per cent above the average. In 1897, after three years of panic depression and political unrest in the United States and Canada, they had fallen to a point nearly 8 per cent below. Within six years thereafter, however, they regained this loss. Continuing to mount with extreme rapidity, in 1907 they reached a point over 26 per cent above the average of the base decade. The recession in 1908 amounted to nearly five points. During 1909 this recession was checked and a gain in the opposite direction registered.\*

Comparing the high year 1907 with the low year 1897 the advance amounted to approximately 37 per cent. Comparing the year 1909 with the low year 1897 the increase shown is approximately 31.5 per cent.

Referring to the several groups it will be seen that the chief advances occurred in lumber, grains and fodder, animals and meats, furs, hides and leather, paints, fish and dairy produce. None of the other groups show a decline compared with the base decade, but metals and implements, fuel and light and drugs and chemicals are but slightly above the average of 1890-1899. Somewhat larger advances are shown by textiles, fruits, groceries, house furnishings, other building materials, and liquors and tobaccos.

In arriving at the above conclusions, the simple average of the prices of all the commodities covered in the investigation was taken. In other words the several commodities of the list were regarded as of equal importance from the standpoint of the consumer. An experiment in weighing the various commodities which was also made, showed somewhat wider fluctuations but little material change from the above.

## NUMBER OF ARTICLES SHOWING AN INCREASE OR DECREASE IN PRICE.

An indication, less specific than the above, of the general course of prices during the period, is obtained by noting the number of articles which show an increase or decrease in price in the final year, as compared with the period selected as the standard (1890-1899), and the more important turning points in the line.

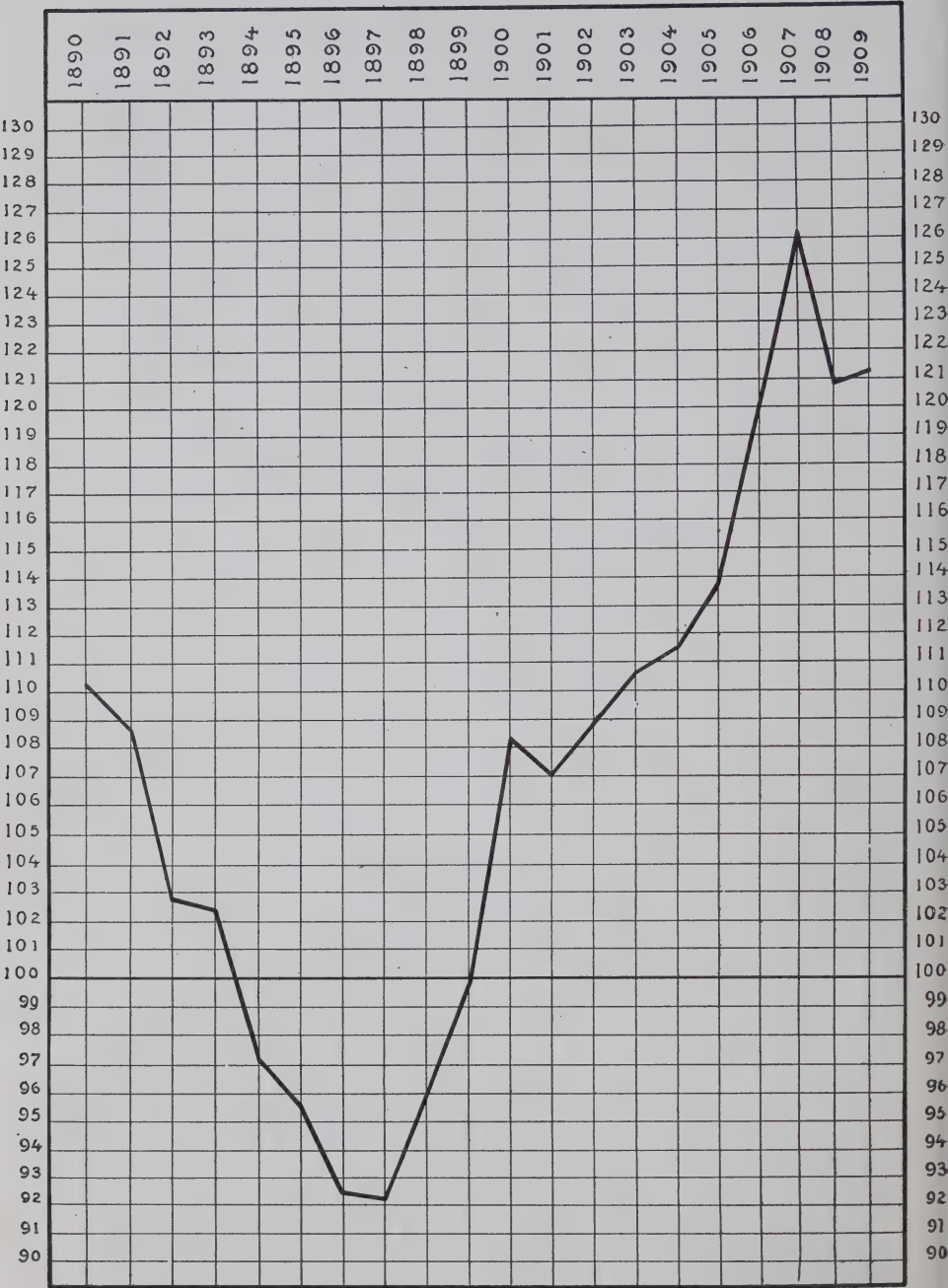
\* During the first half of 1909 the downward tendency of 1907 was continued, the gain for the year as a whole having been made during the closing months, so that the upward tendency in progress during the autumn was more pronounced than that indicated by the index number for the year as a whole.



CHART SHOWING THE COURSE OF WHOLESALE PRICES IN CANADA DURING THE TWENTY YEARS, 1890-1909.

[Number of Commodities—203.]

[Average Price, 1890-1899=100]



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DEPARTMENT OF LABOUR, CANADA.  
STATISTICAL TABLES, X., A. R. No. 8.

TABLE SHOWING INDEX NUMBERS OF ALL COMMODITIES BY GROUPS, 1890-1909.

	1890.	1891.	1892.	1893.	1894.	1895.	1896.	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.	1907.	1908.	1909.
1. Grains and fodder.....	116.7	123.9	106.7	99.1	94.3	98.8	85.2	80.6	98.8	96.7	99.9	107.3	116.1	106.5	115.5	116.4	118.5	140.2	148.3	149.9
2. Animals and meats.....	111.2	104.7	108.5	117.7	98.7	92.2	82.4	90.4	97.9	95.1	103.4	111.3	122.2	117.9	111.3	120.7	130.1	133.8	129.6	148.6
3. Dairy produce.....	103.0	106.2	105.8	110.4	104.6	94.8	90.1	99.1	92.9	101.4	109.0	102.5	106.9	108.9	107.2	115.1	120.2	131.5	136.3	133.6
4. Fish.....	103.3	97.3	90.6	99.7	96.4	101.4	102.6	98.6	99.6	110.0	106.4	113.2	110.2	116.2	119.5	115.7	120.8	129.5	120.5	134.0
5. Other foods.....	120.3	121.3	104.7	102.1	95.0	95.2	87.1	86.0	94.3	93.6	96.4	98.6	98.4	98.1	101.8	100.7	103.1	112.5	110.3	107.6
6. Textiles.....	111.4	104.2	102.2	101.2	97.3	93.6	96.9	98.0	95.2	99.8	100.0	103.6	101.0	105.9	110.4	114.6	123.4	126.1	111.0	108.3
7. Hides, tallow, leather, boots and shoes	100.6	102.6	99.8	101.8	89.9	98.6	92.9	100.1	105.0	109.4	113.8	112.8	118.2	115.7	1113.6	119.6	128.1	125.5	120.0	135.4
8. Metals and implements—																				
(a) Metals.....	125.4	114.4	107.6	102.1	91.1	87.0	87.5	85.7	87.6	111.9	121.2	110.4	102.8	105.5	99.7	108.4	128.6	134.8	106.3	101.9
(b) Implements.....	103.8	103.2	102.9	102.6	102.2	101.0	98.5	93.1	94.3	98.0	100.1	102.2	104.7	105.7	106.2	106.1	106.0	107.1	104.2	102.4
9. Fuel and lighting.....	107.4	106.7	106.6	102.9	97.5	97.0	98.9	96.4	93.5	96.9	100.8	98.1	104.9	111.0	103.0	104.1	106.4	108.8	102.2	103.8
10. Building materials—																				
(a) Metals.....	103.5	102.7	104.4	103.7	104.6	102.8	97.1	93.9	90.8	95.8	114.0	114.6	122.0	128.8	131.3	134.1	152.7	165.2	162.6	154.6
(b) Miscellaneous building materials.....	117.6	110.4	106.8	103.7	98.7	95.2	93.9	87.7	87.4	97.2	111.8	106.0	104.6	107.7	107.2	106.8	104.7	108.7	107.5	105.7
(c) Paints, oils, glass.....	109.5	103.8	98.2	98.6	95.5	96.1	96.2	95.5	100.0	107.6	125.9	121.9	128.1	126.3	122.4	125.3	135.3	141.2	136.8	135.2
11. House furnishings.....	100.2	100.5	100.9	101.1	101.3	97.9	97.9	99.8	99.6	100.2	110.2	107.9	109.2	109.6	112.7	107.3	113.0	112.7	112.8	110.4
12. Drugs and chemicals.....	110.5	110.3	104.4	104.4	103.1	100.3	99.8	96.5	96.8	93.3	101.5	99.8	102.2	105.5	109.6	106.4	106.3	108.5	107.1	103.9
13. Miscellaneous—																				
(a) Furs.....	86.5	99.7	103.7	123.6	113.5	80.5	80.7	88.0	111.1	111.8	147.3	140.9	145.2	168.1	171.3	217.4	229.2	239.4	231.8	227.2
(b) Liquors and tobacco.....	94.9	99.0	99.7	99.4	98.7	99.4	98.0	103.9	103.9	102.3	103.3	103.3	103.7	107.0	107.8	108.1	108.1	125.5	118.0	117.5
(c) Sundry.....	112.0	106.7	98.9	100.3	93.7	91.3	92.6	91.2	103.3	109.5	113.0	110.9	116.8	115.9	119.1	121.1	120.9	123.0	117.6	121.6
Total.....	110.3	108.5	102.8	102.5	97.2	95.6	92.5	92.2	96.1	100.1	108.2	107.0	109.0	110.5	111.4	113.8	120.0	126.2	120.8	121.2

The following table gives a summarized comparison on this basis, of prices in 1909 with (1) average prices for the base decade; (2) prices during the year 1890; (3) prices during the low year, 1897, and (4) prices during the high year, 1907:

NUMBER OF ARTICLES OF WHICH PRICES IN 1909 SHOW AN INCREASE OR DECREASE.

Compared with 1890-1899.			Compared with 1890.			Compared with 1897.			Compared with 1907.		
In-crease.	De-crease.	No change.	In-crease.	De-crease.	No change.	In-crease.	De-crease.	No change.	In-crease.	De-crease.	No change.
160	58	4	129	82	6	176	42	3	90	109	31

The above shows that comparing average prices in 1909 and 1897, four times as many advances as declines are indicated. When the comparison is between 1909 prices and those of the base decade, about three times as many advances as declines are shown. As between prices in 1909 and in 1890, half again as many articles show an advance as those which show a decline. Compared with the high year 1907, the decline in the general average was caused by decreases in 109 articles, *i.e.*, less than half of the total number, while 90 articles advanced in price, some 31 showing little or no change.

## COMPARATIVE LEVEL OF PRICES IN 1909.

The general level of prices in the several groups in 1909, expressed in percentages of increase or decrease, as compared (1) with 1890; (2) with the decade 1890-1899, and, (3) with the low year in the respective groups, is shown in the following table:

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 9.

PERCENTAGE OF INCREASE SHOWN BY PRICES IN 1909.

Group.	Compared with 1890.	Compared with decade 1890-1899.	Compared with the low year.
Grains and fodder.....	28.4	49.9	85.9 (1897)
Animals and meats.....	33.6	48.6	80.3 (1896)
Dairy produce.....	29.7	33.6	48.2 (1897)
Fish.....	29.7	34.0	47.9 (1892)
Other foods.....	11.8*	7.6	25.0 (1897)
Textiles.....	2.8*	8.3	15.7 (1895)
(a) Woollens.....	7.3	14.2	34.2 (1902)
(b) Cottons.....	10.7	29.8	43.5 (1898)
(c) Silks.....	27.1*	6.8*	5.9 (1901)
(d) Flax products.....	3.2*	4.0*	22.6 (1895)
(e) Jutes.....	5.2	12.5	25.7 (1898)
(f) Oilcloths.....	27.6*	4.6*	17.6 (1899)
Hides, leathers and boots and shoes.....	34.5	35.4	45.9 (1896)
Metals and implements.....	14.0*	2.1	14.9 (1897)
Fuel and lighting.....	3.4*	3.8	11.0 (1898)
Building materials—			
(a) Lumber.....	49.3	54.6	70.2 (1898)
(b) Paints, oil and glass.....	23.4	35.2	1.5 (1897)
(c) Other building materials.....	11.2*	5.7	20.9 (1898)
House furnishings.....	10.1	10.4	13.2 (1896)
Drugs and chemicals.....	6.3*	3.9	11.3 (1899)
Miscellaneous—			
(a) Furs.....	162.6	127.2	182.2 (1895)
(b) Liquors and tobacco.....	23.8	17.5	23.8 (1890)
(c) Sundry.....	8.5	21.6	33.3 (1897)
All.....	9.8	21.2	31.4 (1897)

\*Decrease



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## HIGH AND LOW PRICES.

In order to show at a glance the extreme range of actual prices in the case of each commodity the accompanying table of the highest and lowest prices shown for each was compiled from the detailed tables of Part I of the report.

Reckoning by yearly averages, the following table shows the years in which more than ten commodities reached their highest level:

Year.	Number of Commodities.
1909.....	55
1907.....	36
1908.....	30
1890.....	27
1891.....	15
1906.....	14
1900.....	11
1904.....	10

The years showing the largest number of commodities on their lowest levels are as follows:—

Year.	Number of Commodities.
1897.....	33
1896.....	29
1898.....	23
1899.....	18
1894.....	18
1895.....	17
1890.....	17
1892.....	12

## OTHER GROUPINGS.

The groupings into which the commodities have been arranged were dictated largely by Canadian industrial and commercial conditions. Other arrangements of the commodities may be desirable with specific ends in view, and may easily be made.

For example, the following tables show the general level of prices in 1909 compared with those of the decade 1890–1899 for the following groups: (1) Crude farm products; (2) manufactured farm products; (3) imported foods; (4) all foodstuffs, and (5) products of the mine.

## CRUDE FARM PRODUCTS.

Wheat, western.....	140.5
Wheat, Ontario.....	143.0
Oats, western.....	133.3
Oats, Ontario.....	150.7
Barley, western.....	160.9
Barley, Ontario.....	145.1
Corn, No. 3, Ontario.....	164.6
Peas, Ontario.....	158.4
Rye Ontario.....	140.0
Hay.....	135.0
Straw.....	133.8
Cattle, western.....	112.4
Cattle, Ontario.....	147.5

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Hogs, Ontario.....	152.2
Sheep.....	100.0
Fowls.....	188.3
Turkeys.....	185.8
Milk.....	127.8
Eggs.....	171.5
Beans.....	177.9
Honey.....	147.4
Wool, washed.....	106.6
Wool, unwashed.....	107.5
Apples.....	150.5
Grapes.....	104.9
Peaches.....	105.7
Pears.....	102.1
Plums.....	89.4
Potatoes.....	142.8
Turnips.....	93.7
All.....	<u>137.3</u>

## MANUFACTURED FARM PRODUCTS.

Flour, straight, roller.....	136.7
Flour, strong bakers.....	123.2
Flour, winter, wheat patents.....	124.5
Flour, Manitoba, first patents.....	123.9
Bran.....	182.2
Shorts.....	162.2
Oatmeal.....	143.3
Beef, dressed.....	168.2
Veal, dressed.....	142.6
Mutton, dressed.....	121.7
Bacon.....	146.0
Hams.....	131.1
Hogs, dressed.....	166.8
Lard.....	161.3
Tallow.....	112.9
Salt pork.....	157.1
Hides, steers and cows.....	205.4
Calfskins.....	192.3
Horsehides.....	100.5
Leather.....	119.5
Linseed oil, raw.....	109.7
Linseed oil, boiled.....	109.9
Butter.....	122.2
Cheese.....	124.4
Maple sugar.....	108.0
Apples, evaporated.....	93.6
Flax, fibre.....	117.2
Tow.....	60.6
Malt.....	123.4
All.....	<u>134.1</u>

IMPORTED FOODS. <sup>1</sup>

Chocolate.....	110.9
Coffee, Rio.....	51.8
Coffee, Santos.....	62.8
Cream of tartar.....	84.7
Currants.....	137.2
Raisins.....	78.8
Bananas.....	115.2
Molasses.....	78.6
Pepper.....	101.6
Rice.....	113.3
Sugar, yellow.....	107.8
Sugar, granulated.....	95.0
Tapioca.....	93.2
Tea.....	132.6
All.....	<u>96.2</u>

<sup>1</sup>Including foods manufactured from imported raw material.

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ALL FOODS.	
Grains and fodder.....	149.9
Animals and meats.....	148.6
Dairy produce.....	133.6
Fish.....	134.0
Other foods.....	107.6
All.....	126.7

PRODUCTS OF THE MINE.	
Antimony.....	68.9
Copper.....	105.8
Lead.....	99.1
Silver.....	69.6
Spelter.....	105.8
Tin.....	149.7
Coal, Nova Scotia.....	124.7
Coal, Crow's Nest Pass.....	113.3
Coal, Pennsylvania, anthracite.....	113.9
Iron, pig, No. 1, foundry, Nova Scotia.....	114.3
All.....	106.5

To the above it may be added that the 110 articles manufactured in Canada, contained in the list of commodities quoted in the present investigation, show an average level of 114.1 in 1909, compared with the average for the decade 1890-1899.

## WHAT ANALYSES SHOW.

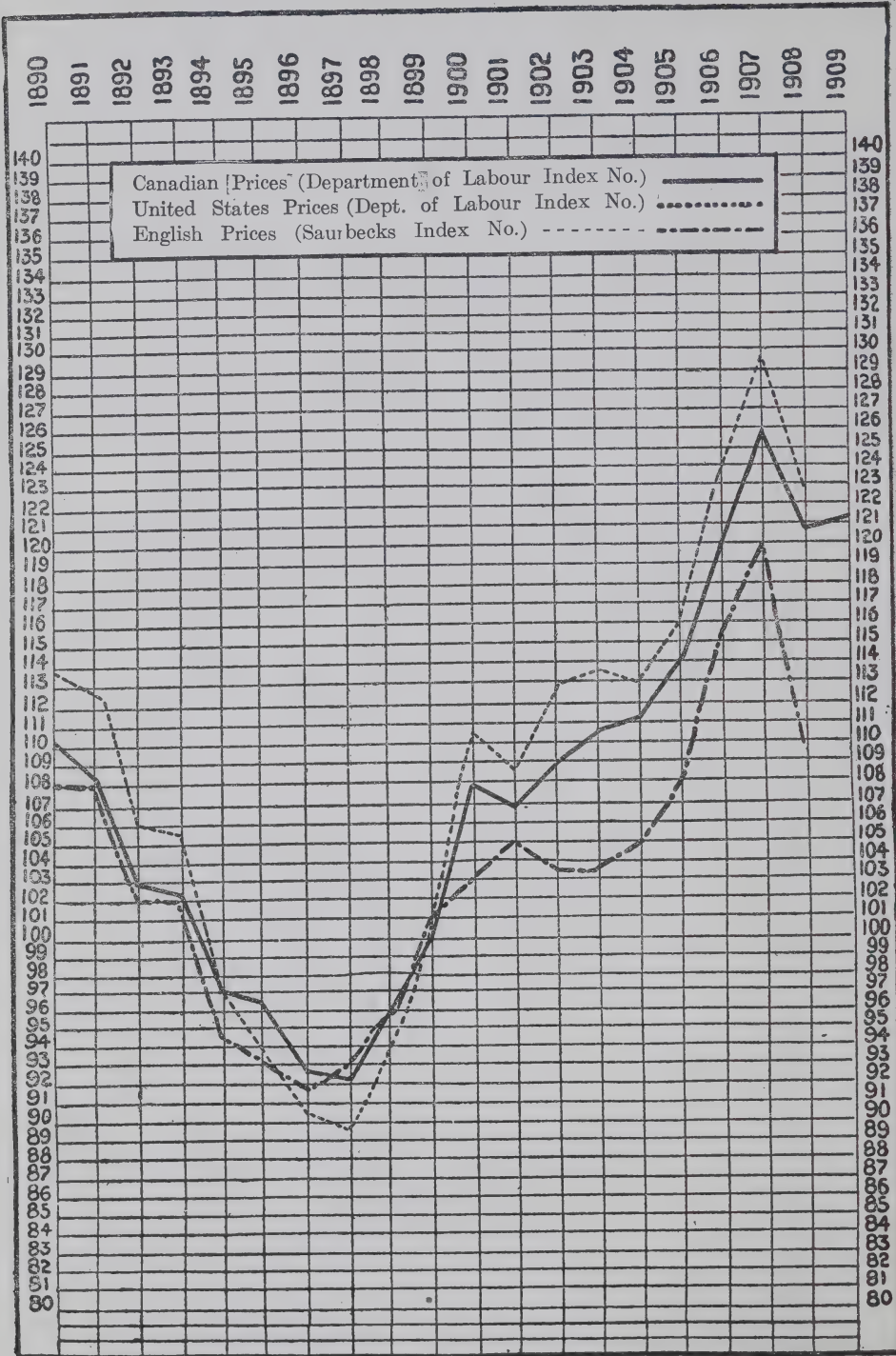
From the above and other analyses several important central facts as to the general situation at present are set forth in the report. Of the great producing industries, agriculture seems to show the largest increase in prices. Crude farm products (grains, fodder, meat-producing animals, milk, eggs, wool, fruits, vegetables) have advanced by over 37 per cent, compared with the base decade. The products made therefrom (meats, bran, flour, hides, leather, &c.) have increased by over 34 per cent. On the other hand, imported foods are lower than they were during the decade 1890-1899. Fish products are nearly, but not quite, so high as farm products. Products of the mine are only slightly above the level of the decade, and, if coal be excluded, are below that average. Coming to Canadian manufactured products, the general level is about 14 per cent above the level of the base decade. Included in this estimate are various grades of Canadian lumber, which on an average, are 50 per cent dearer than during the base period. If lumber be excluded, the manufactured products of Canada show a gain of less than 10 per cent, compared with the decade 1890-1899. These and other facts of a like nature are of the utmost significance in connection with the interpretation of the results of an investigation like the present. The tables of index numbers permit of many variations upon the theme.

## COMPARATIVE PRICES, 1890-1899, IN CANADA, GREAT BRITAIN AND THE UNITED STATES.

Part II. of the appendix to the report contains, as above stated, a review, in greater or less detail, of the findings of the best known index numbers in Great Britain, the United States and other countries. These are reprinted in order to render easily available a body of material of exceptional value in connection with the study of prices, and as throwing light (prices of many articles being determined by world conditions) on the current situation in Canada. Based on certain of the tables and diagrams therein reproduced, a comparison of the course of prices in Canada, as shown by the present investigation, with the current movement in Great Britain and the United States, the two countries with which the commercial and economic interests of the Dominion are most closely associated, is given in the diagram on the following page.



CHART SHOWING THE RELATIVE COURSE OF PRICES IN CANADA, THE UNITED STATES AND GREAT BRITAIN.



## SESSIONAL PAPER No. 36.

## REVIEW OF PRICE CHANGES IN CANADA.

The report also contains a review *in extenso* of the more important changes shown during the past twenty years in the price of each of the 230 commodities embraced in the investigation.

Special mention may also be made of the large body of interesting and suggestive materials presented in the appendix to the report. After a detailed description of the various technical problems entering into the construction of an index number, covering such points as the selection of the commodities, considerations involved in the selection of a base period and the combining of the statistics to form an index number, the more celebrated investigations into prices made in Great Britain and other countries are passed in review and their results transcribed. In this way a large amount of valuable matter is placed in a readily accessible form at the disposal of the Canadian public, including the results of the well known index numbers compiled by the London *Economist*; Professor Jevons; Professor Inglis Palgrave; Mr. Augustus Sauerbeck; the Board of Trade, Great Britain; Soetbeer; the Finance Committee of the United States, 1891; the United States Board of Trade; Dun; Bradstreet and others. In the analysis which follows of the causes and effects of price changes, an attempt is made to point out the more important economic laws, some knowledge of which is essential to the proper understanding of the complex and many sided problem of prices.

The report may be obtained on application to the Department of Labour, Ottawa, Ont.

In the following pages certain of the charts contained in Part III. of the report, relating to the various groups into which the investigation is divided, are reproduced. Altogether 114 of these plates are contained in the report.

## CHART SHOWING RELATIVE PRICES OF GRAINS AND FODDER, 1890-1909.

Commodities included: Barley, Western; Barley, No. 2 Ontario; Bran; Corn, No. 3 Yellow; Hay No. 1; Oats, No. 2 White, Western; Oats, No. 2 White, Ontario; Peas, No. 2 Ontario; Rye, No. 2 Ontario; Shorts; Straw; Wheat, No. 1 Northern; and Wheat, No. 2 White, Ontario.

(Average Price 1890-1899=100)





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CHART SHOWING RELATIVE PRICES OF WHEAT, BRAN AND SHORTS, AND FLOUR, 1890-1909.

Wheat, including Manitoba Northern No. 1 and Ontario White No. 2; Flour, including Straight Rollers, Strong Bakers, Winter Wheat Patents and Manitoba First Patents; Bran and Shorts.

(Average Price 1890-1899=100)

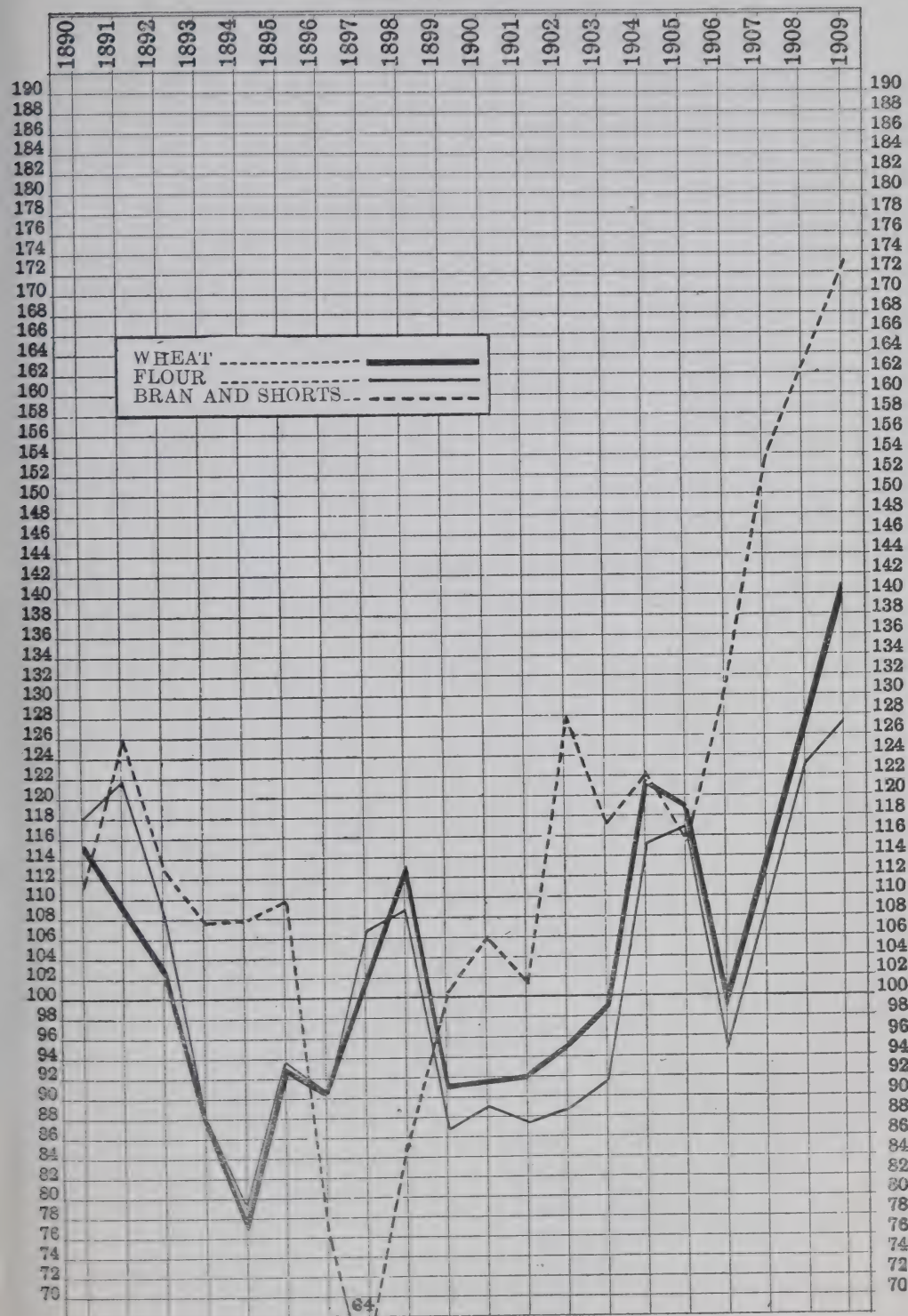
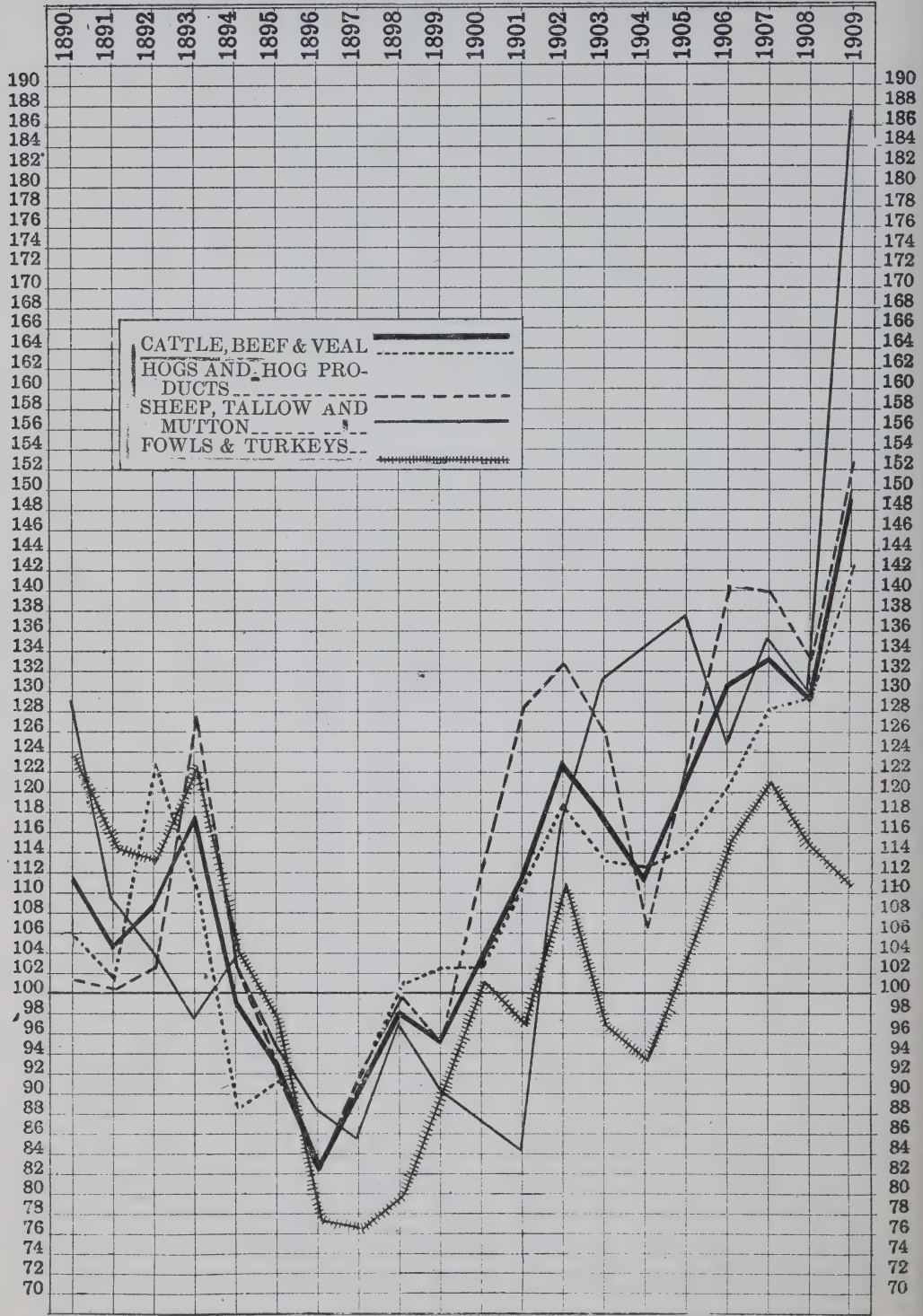


CHART SHOWING RELATIVE PRICES OF ANIMALS AND MEATS, 1890-1909.

Commo ities included: (1) Cattle, Western; Cattle, Ontario; Beef, Toronto; and Veal, Toronto; (2) Hogs, live at Toronto; Hogs, dressed; Salt Pork; and Lard; (3) Sheep, export ewes; Tallow; and Mutton; dressed; (4) Fowls; and Turkeys.

(Average Price 1890-1899=100)



## SESSIONAL PAPER No. 36.

## CHART SHOWING RELATIVE PRICES OF FISH, 1890-1909.

Commodities included: Codfish, dry; Haddock, dry; Halibut, fresh; Herring, salted; Lobsters, canned; Mackerel, salted; Salmon, B.C. canned; Salmon Trout, fresh; Whitefish, fresh.  
(Average Price 1890-1909=100)



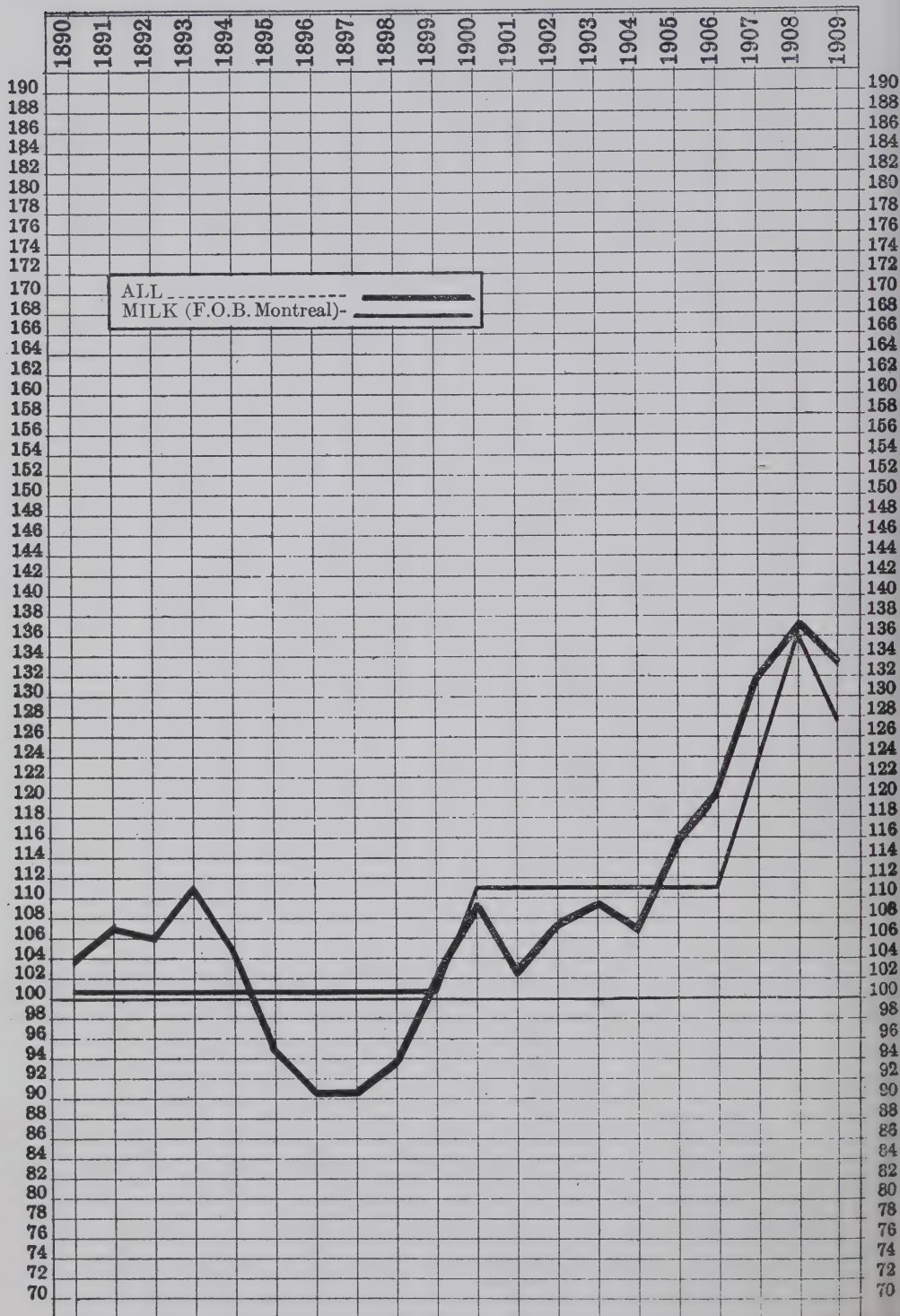


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## CHART SHOWING RELATIVE PRICES OF DAIRY PRODUCE, 1890-1909.

Commodities included: Butter, Creamery; Butter, Dairy; Cheese, Western Coloured; Milk (f.o.b. Montreal); and Eggs.

(Average Price 1890-1899=100)

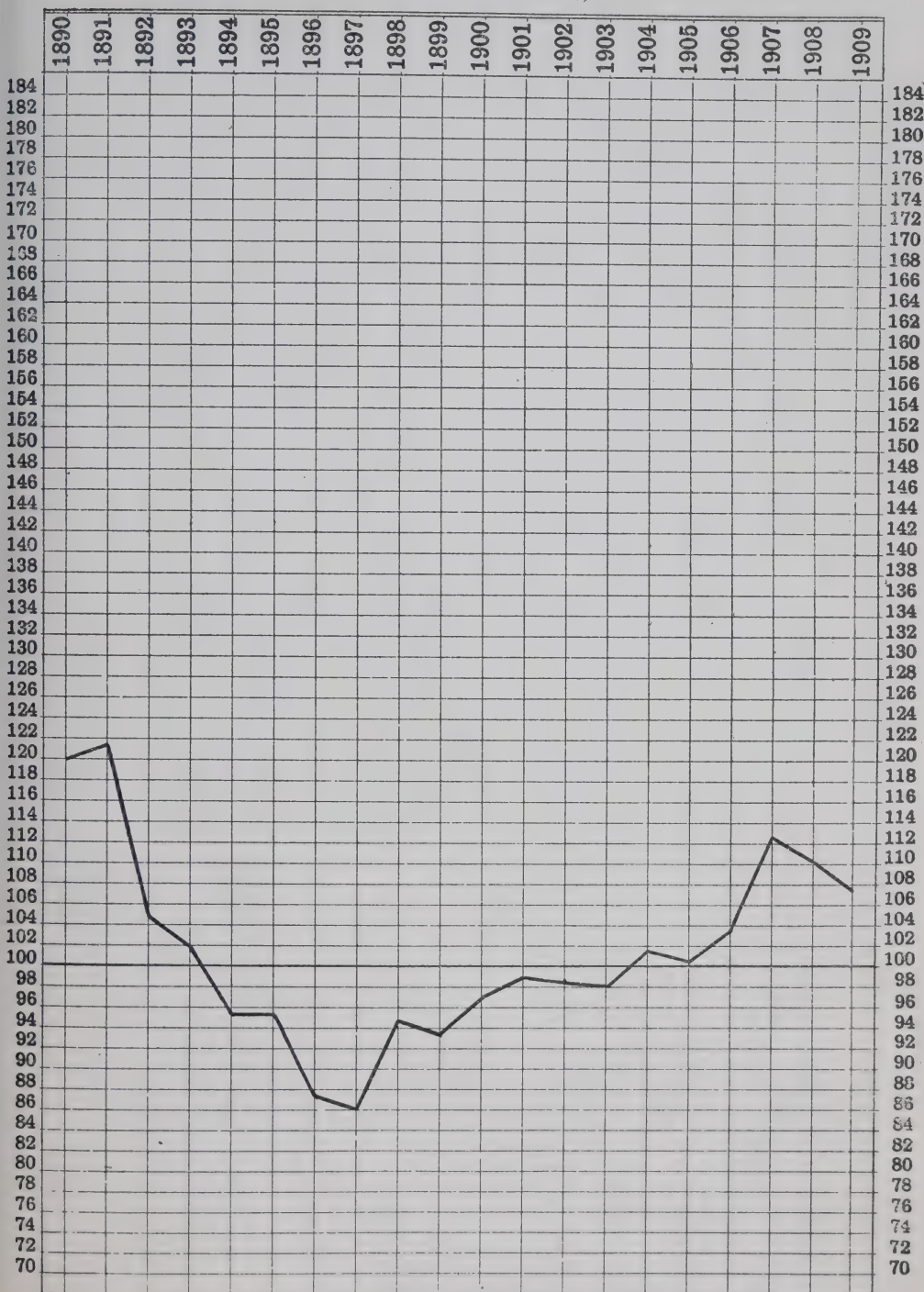


## SESSIONAL PAPER No. 36.

CHART SHOWING RELATIVE PRICES OF OTHER FOODS=GROCERIES, FRUITS AND VEGETABLES,  
1890-1909.

Commodities included: (1) Groceries: Beans, Biscuits, Chocolate, Coffee, Cream of Tartar, Flour, Honey, Maple Sugar, Molasses, Oatmeal, Pepper, Rice, Salt, Soda, Sugar, Tapioca, Tea and Vinegar; (2) Fresh Fruits: Apples, Bananas, Grapes, Peaches, Pears and Plums; (3) Dried Fruits: Apples, Currants, and Raisins; (4) Fresh Vegetables: Potatoes and Turnips; (5) Canned Vegetables: Corn, Peas, and Tomatoes.

(Average Price 1890-1899=100)

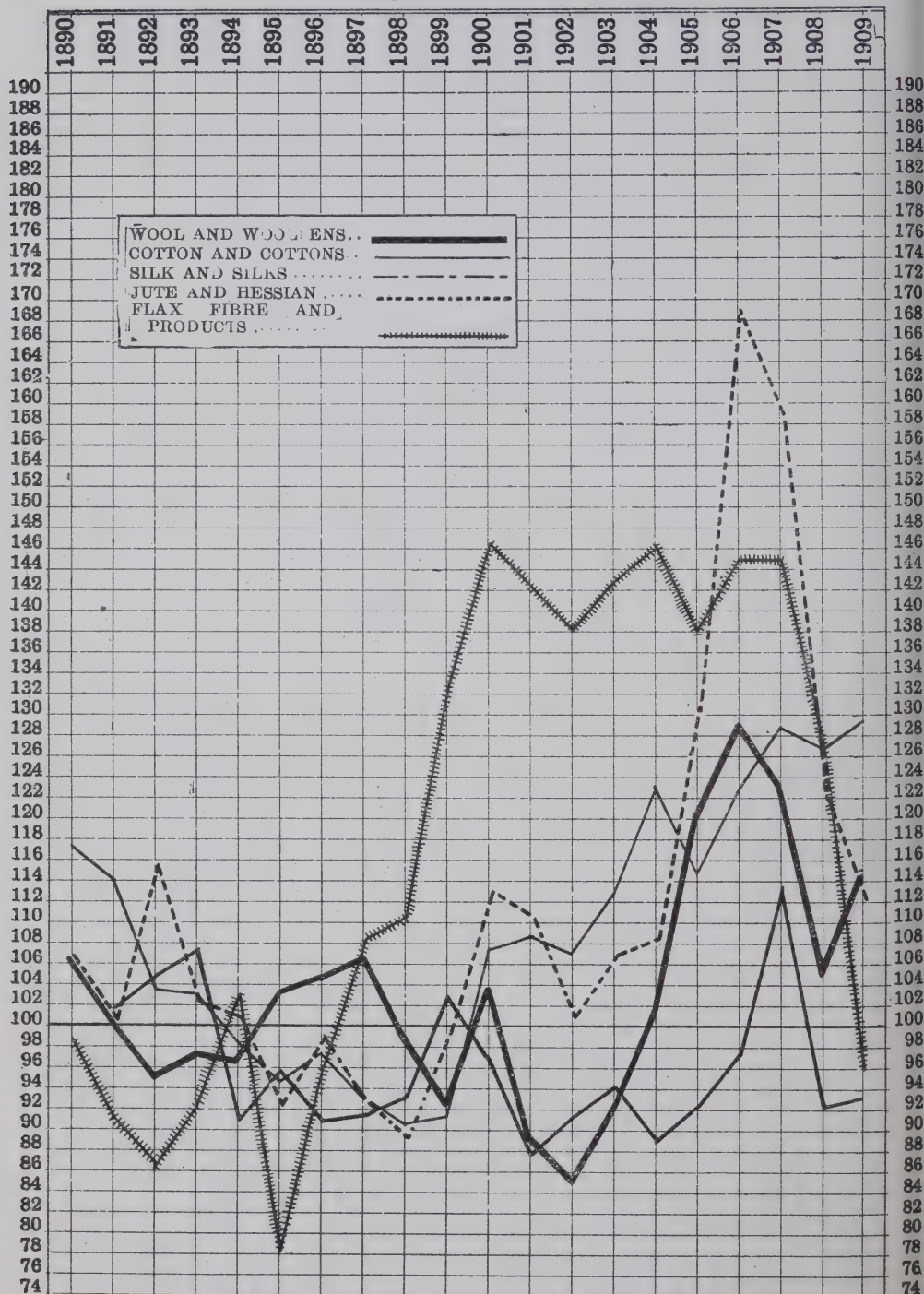


1 GEORGE V., A. 1911

## CHART SHOWING RELATIVE PRICES OF TEXTILES, BY GROUPS, 1890-1909.

Commodities included: Wool and Woollens; Wool, Ontario, washed and unwashed; Canadian Worsted Yarn; Knitted Underwear; Beaver Cloth; Cotton and Cottons: Raw Cotton Upland Middling; Grey Cottons; Woven Coloured Fabrics; Prints; Flax products: Tow, coarse and fine; Flax fibre; Sewing flax; Jute: Jute, first marks; Hessian, 10 1-2 oz., 40 in.; Silk and Silks: Silk, Raw, Japan and Italian; Spool Silk; Machine twist.

(Average Price 1890-1899=100)



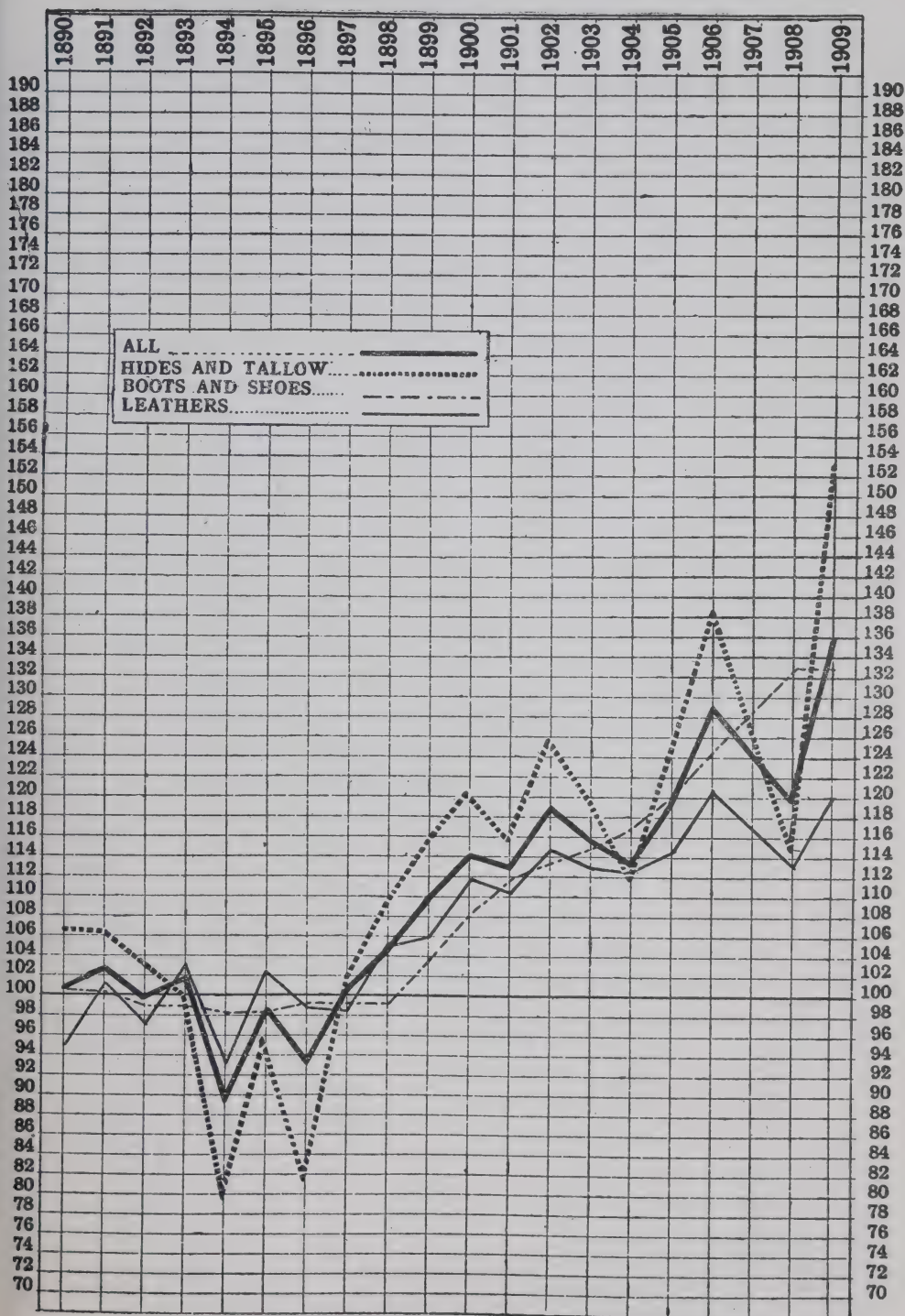


## SESSIONAL PAPER No. 36.

CHART SHOWING RELATIVE PRICES OF HIDES, TALLOW, LEATHERS, AND BOOTS AND SHOES, 1890-1909.

Commodities included: Hides and Tallow: Hides, No. 1 Steers and Cows; Calfskins, green, No. 1; Horsehides; Tallow, rendered, No. 1 stock; Leathers: Leather, No. 1 Spanish Sole; Leather, No. 1 Slaughter Sole, heavy; Leather, Harness, No. 1, N. O.; Leather, heavy upper; Boots and Shoes: Men's Split Blucher Bals, pegged; Men's Box Calf Blucher Bals, G. W.; and Women's Dongala Blucher Bals, F. S.

(Average Price 1890-1899=100)

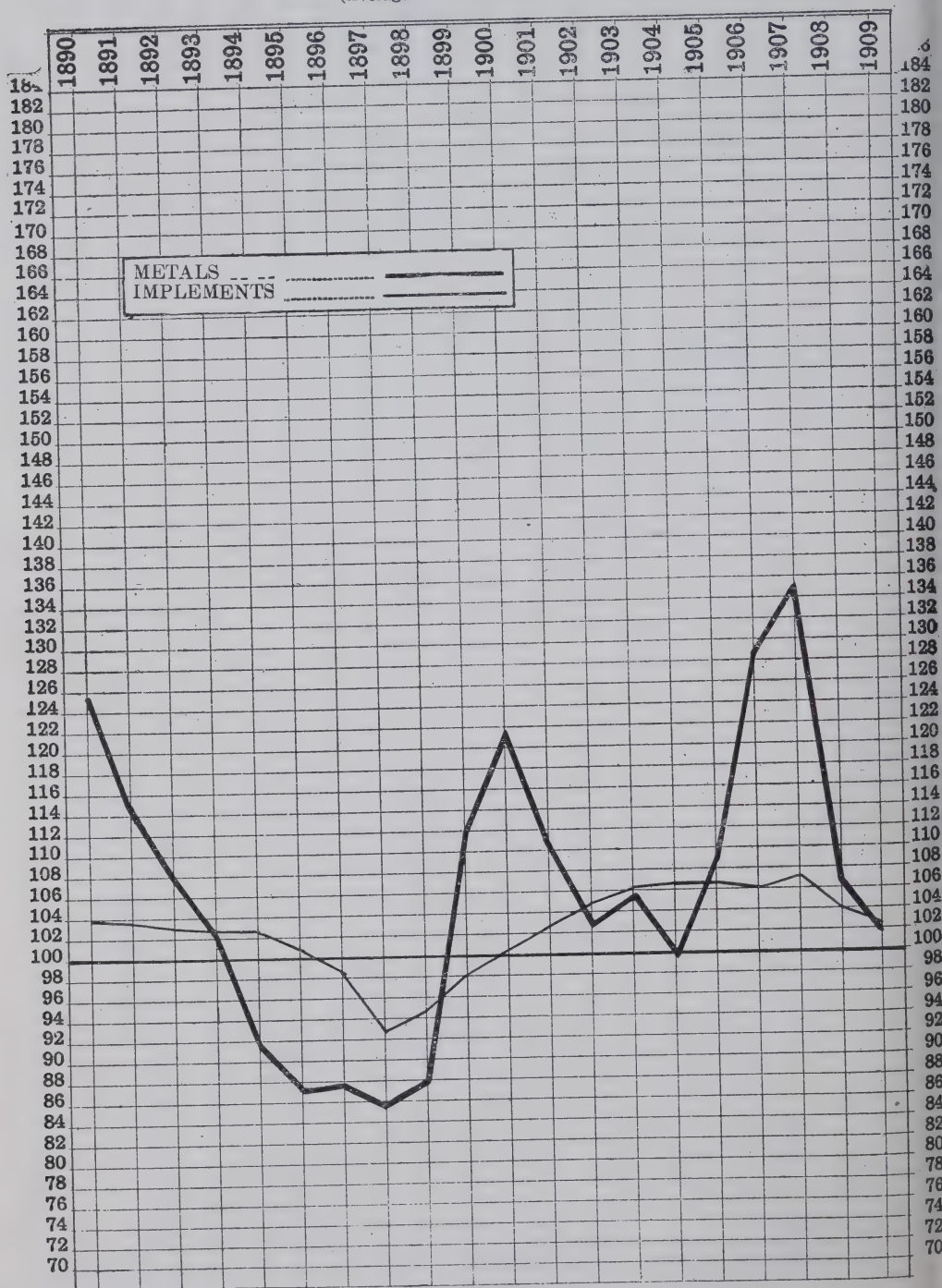


1 GEORGE V., A. 1911

CHART SHOWING RELATIVE PRICES OF METALS AND IMPLEMENTS, 1890-1909.

Commodities included: Metals, Antimony, Brass, Copper, Pig Iron, Summerlee; Pig Iron, N.S.; Iron, Common Bar; Iron, Black Sheets; Iron, Galvanized Sheets; Iron, Tinplates; Iron, Boilerplates; Lead; Silver; Solder; Spelter; Steel Billets; Tin; and Zinc Sheets. Implements: Axes; Anvils; Grindstones; Hammers; Horseshoes; Mallets; Picks; Wood Screws; Soldering Irons; and Vises.

(Average Price 1890-1899=100)



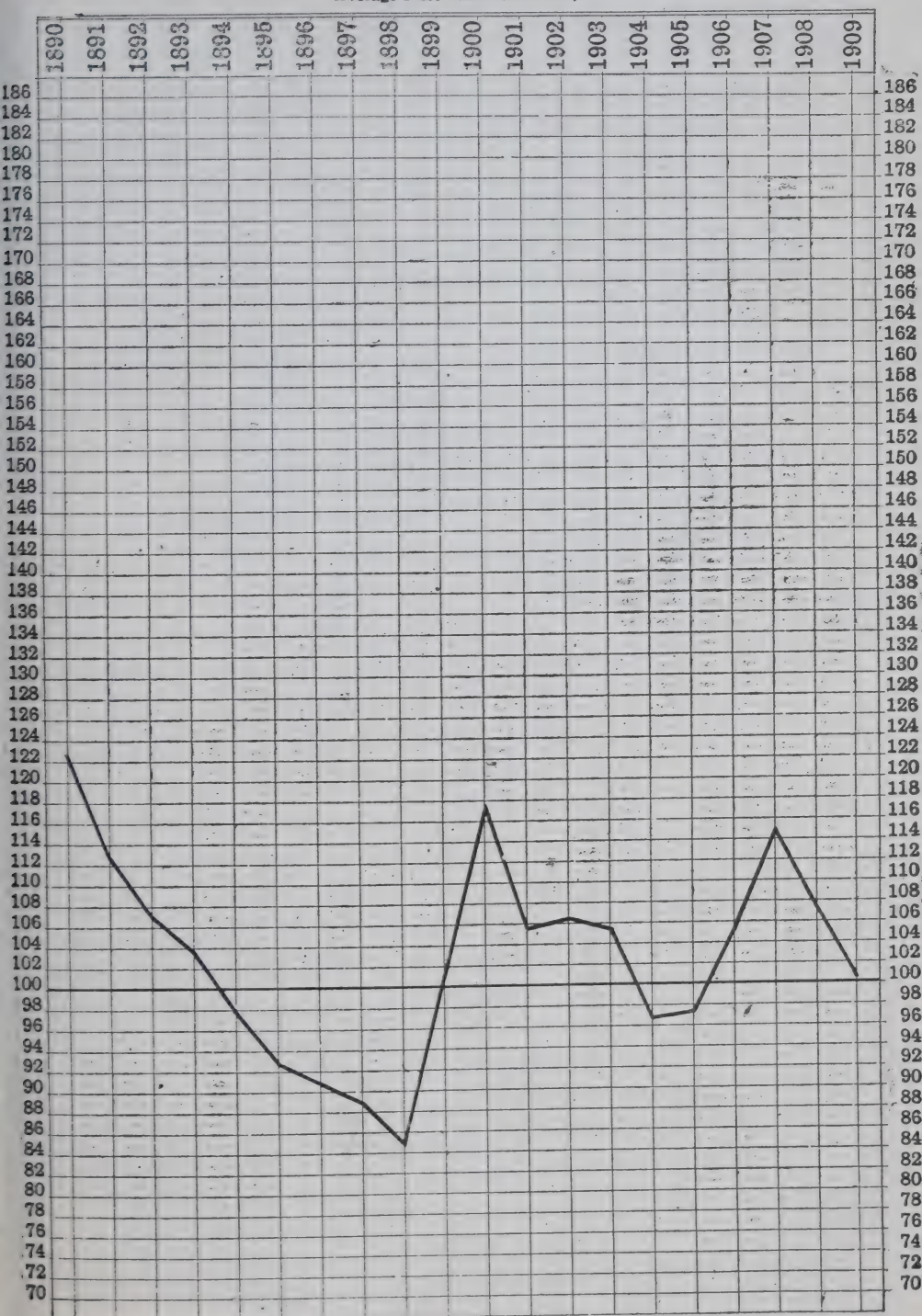


## SESSIONAL PAPER No. 36.

## CHART SHOWING RELATIVE PRICES OF IRON AND STEEL, 1890-1909.

Commodities included: Pig Iron, Summerlee, No. 2; Pig Iron, No. 1 Foundry, N.S.; Iron, Common Bar; Iron, Black Sheets; Iron, Galvanized Sheets; Iron, Tinplates, Charcoal; Iron, Tinplates, Coke, Bessemer; Iron, Canada Plates, ordinary; Iron, Boilerplates; and Steel Billets, N.S.

Average Price 1890-1899 = 100)



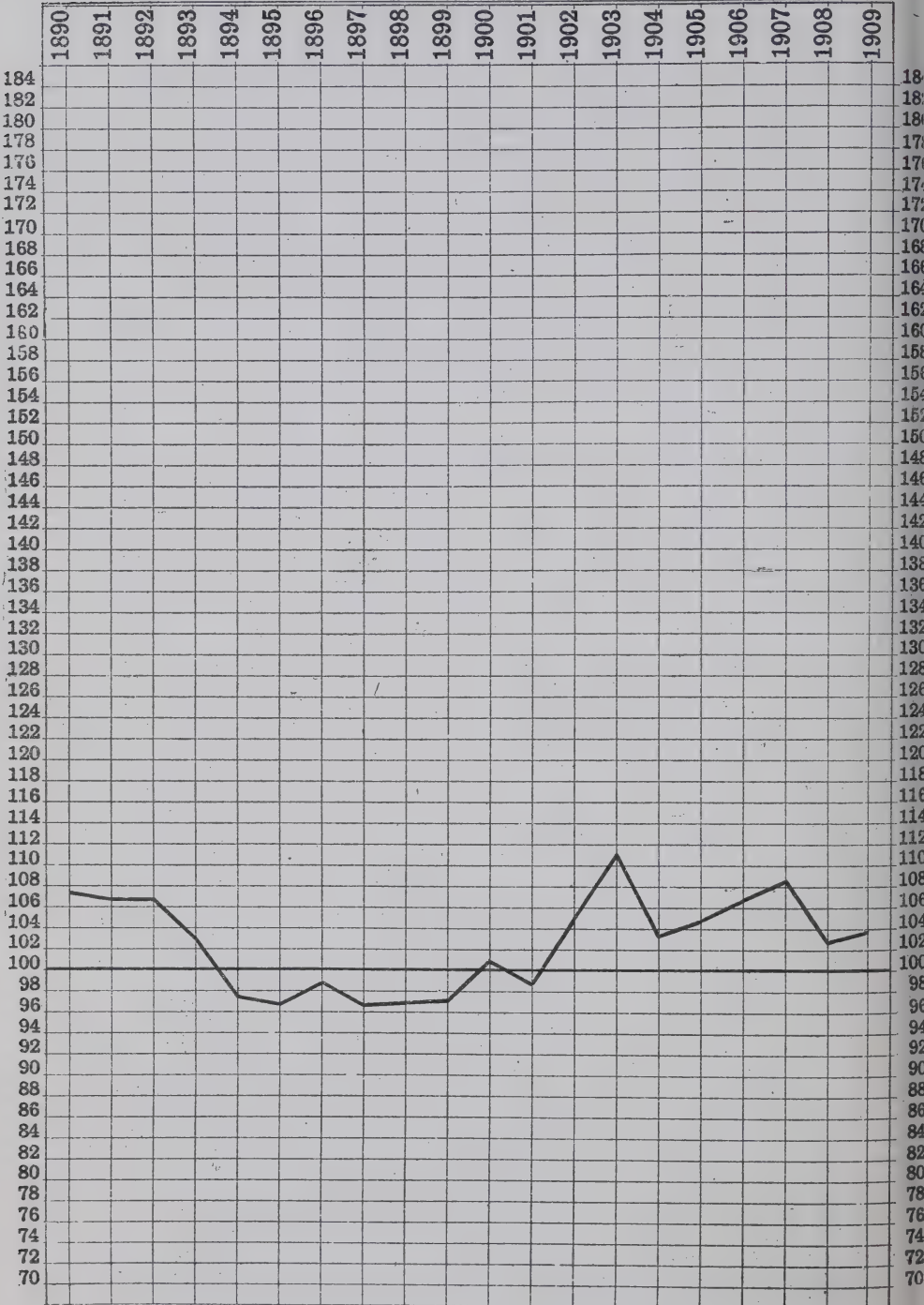


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CHART SHOWING RELATIVE PRICES OF FUEL AND LIGHTING, 1890-1909

Commodities included: Coal, Bituminous, N. S. run of mines; Coal, Bituminous, Crow's Nest Pass; Coal, Penna. Anthracite; Coke, Connellsville, Furnace; Coke, Crow's Nest Pass; Coal Oil, Canadian Standard water white; Calcium Carbide; and Matches, Eddy's Telegraph.

(Average Price 1890-1899=100)

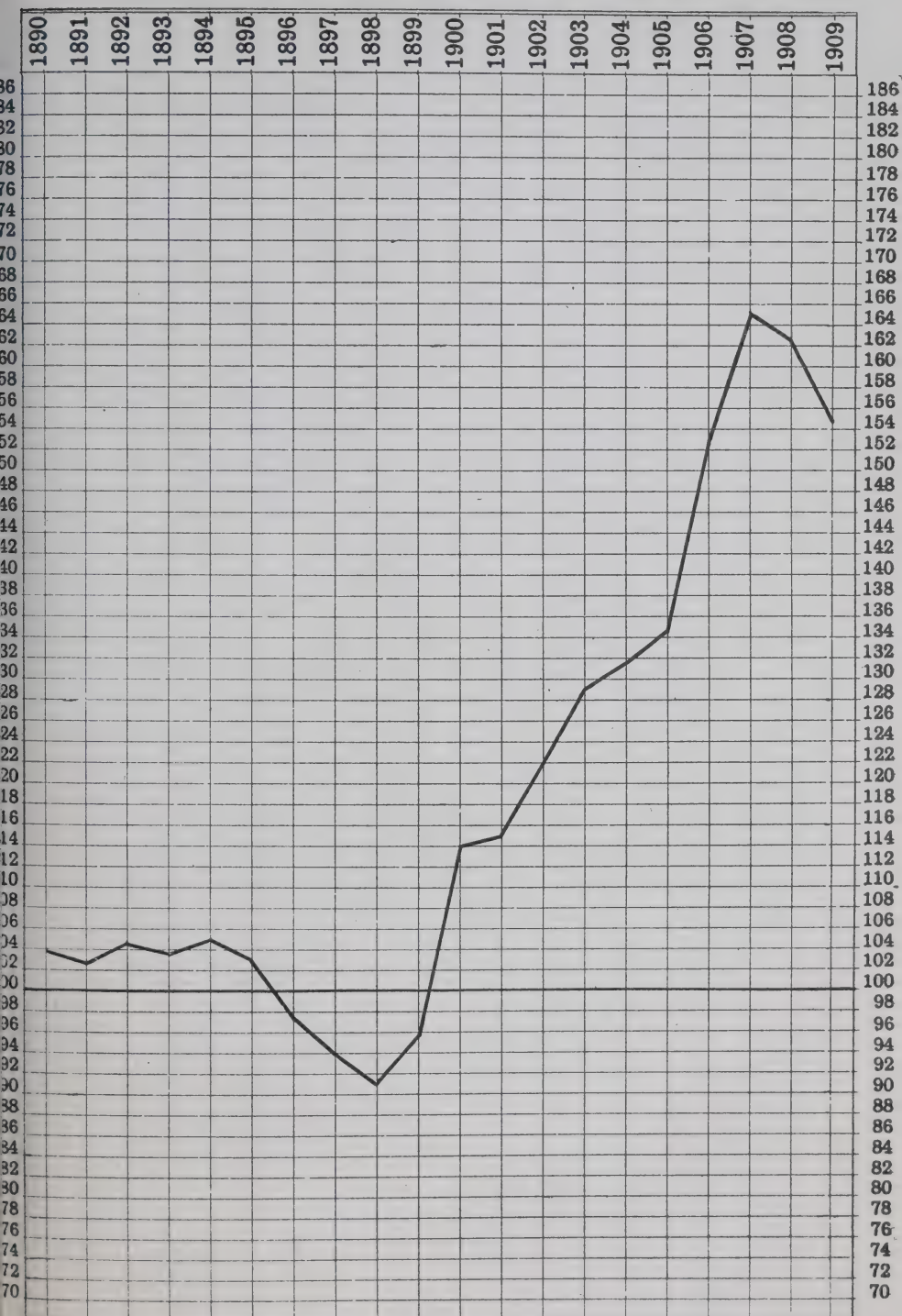


## SESSIONAL PAPER No. 36.

## CHART SHOWING RELATIVE PRICES OF LUMBER, 1890-1909.

Commodities included: Pine, Ottawa, good sidings, shipping culls, and box boards; Pine, Ottawa, average cut, all grades; Pine, Georgian Bay, No. 1 cuts; Pine Laths; Hemlock; N.B. Spruce; N.B. Shingles; Birch; Maple soft; and Red Oak.

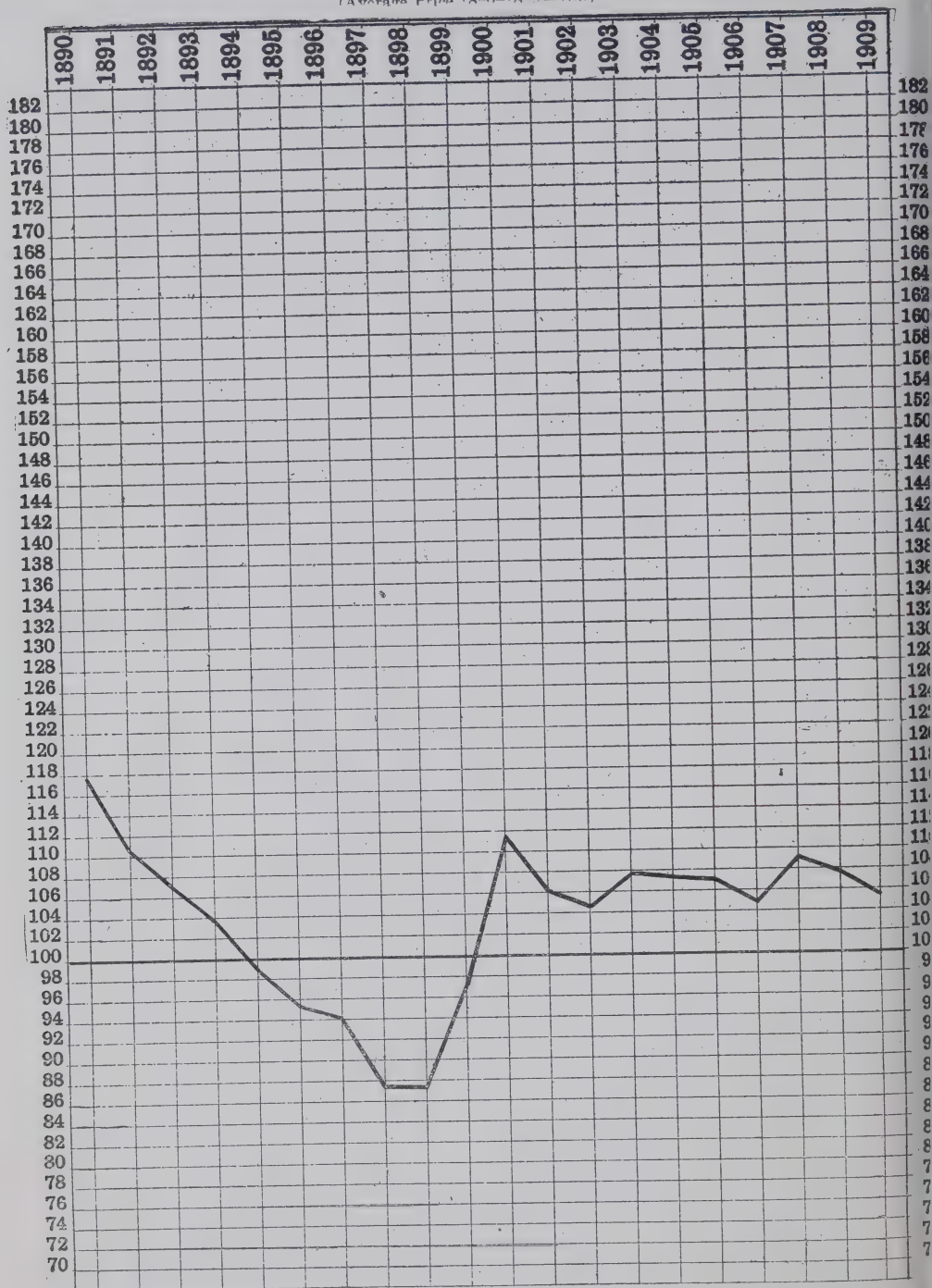
(Average Prices 1890-1899=100)



## CHART SHOWING RELATIVE PRICES OF MISCELLANEOUS BUILDING MATERIALS, 1890-1909.

Commodities included: Bricks, common building; Bricks, fire; Cement, Canadian Portland; Hinges, heavy; Lime, high calcite; Nails, cut; Nails, wire; Plaster of Paris; Pitch, roofing; Sash Weights; Soil Pipe, 4 in., medium; Tar, Crude coal; Wire Cloth; and Wire Fencing.

(Average Price 1890-1899 = 100)



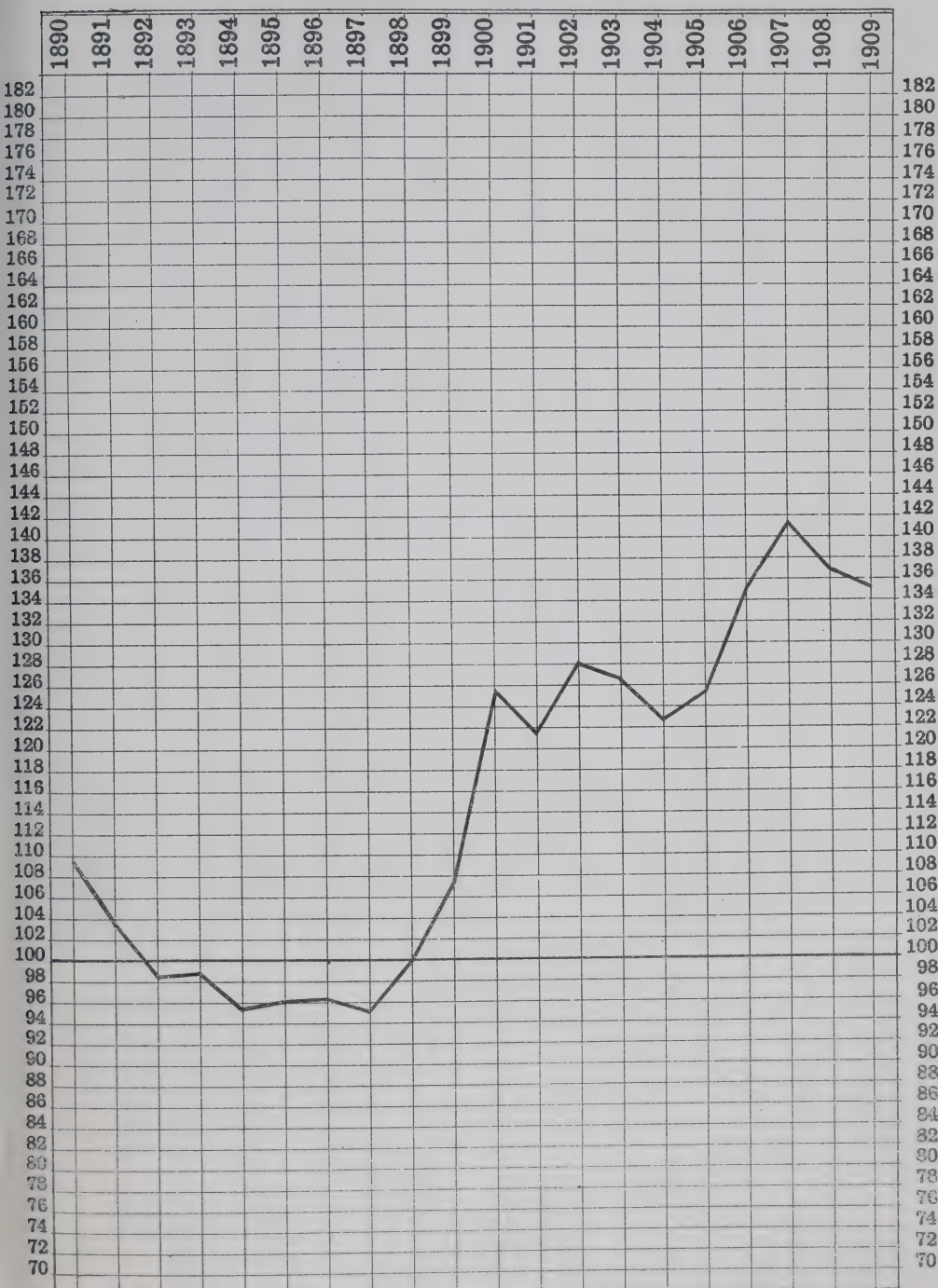


## SESSIONAL PAPER No. 36.

## CHART SHOWING RELATIVE PRICES OF PAINTS, OIL AND GLASS, 1890-1909.

Commodities included: Benzine, Canadian; Glue, Domestic broken sheet; Linseed Oil, raw and boiled; Paris Green, English and Canadian; Prepared Paints, 1st quality, pure; Putty; Rosin, white; Shellac, pure orange; Turpentine; Varnish, No. 1 Furniture; Venetian Red, dry colour; White Lead, pure, ground in oil; Window Glass, "Star", first break.

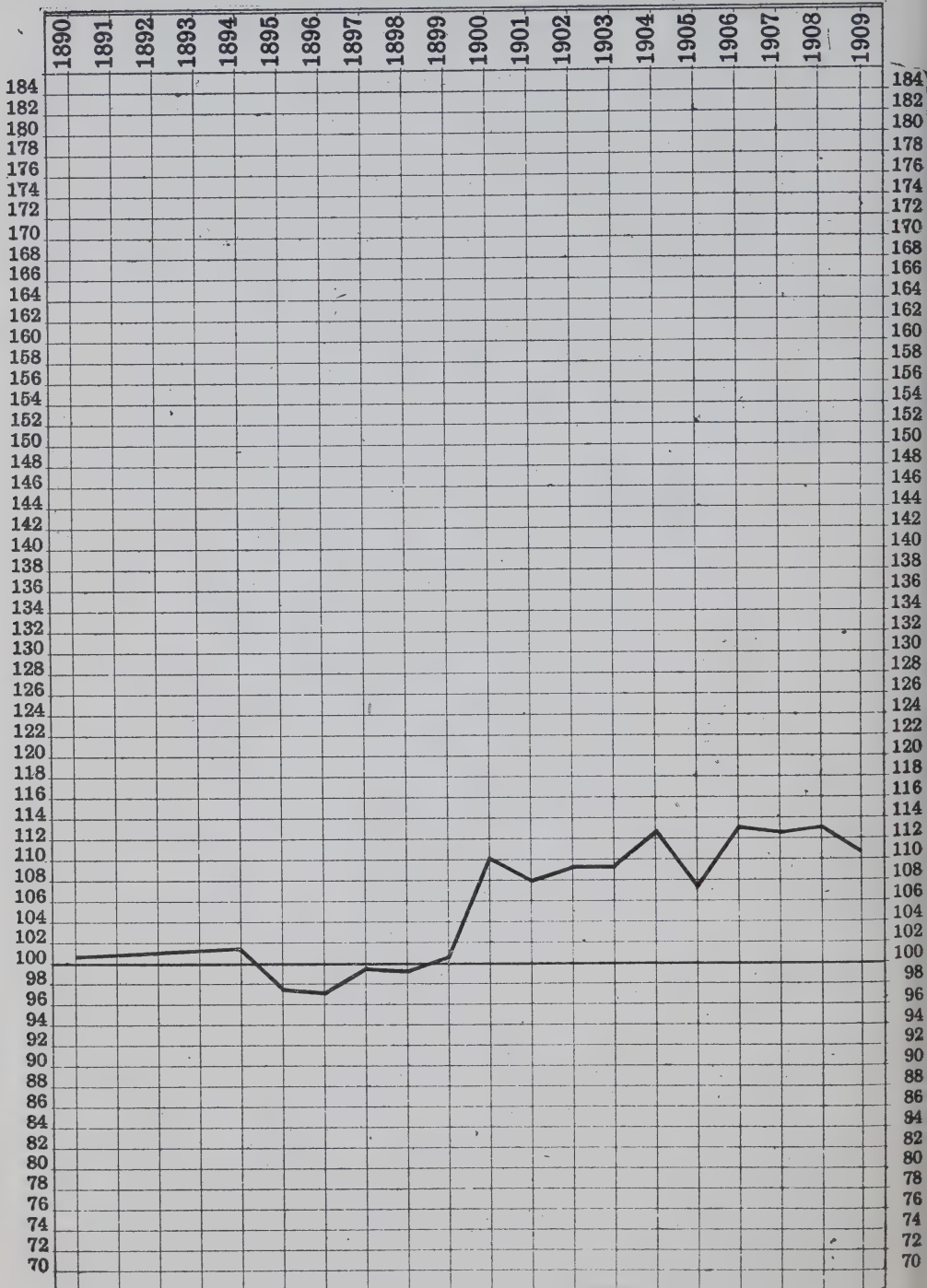
(Average Price 1890-1899=100)



## CHART SHOWING RELATIVE PRICES OF HOUSE FURNISHINGS, 1890-1909.

Commodities included: (1) Furniture: Kitchen Chairs; Kitchen Tables; Dining Tables; Sideboards; Bedroom Suits; and Iron Beds; (2) Crockery and Glassware: Glass Tumblers; White Cups and Saucers; Printed Dinner Sets; and Printed Toilet Sets; (3) Table Knives, Silver-plated Knives and Forks; and (4) Kitchen Furnishings; Pails; Tubs, and Brooms.

(Average Price 1890-1899=100)

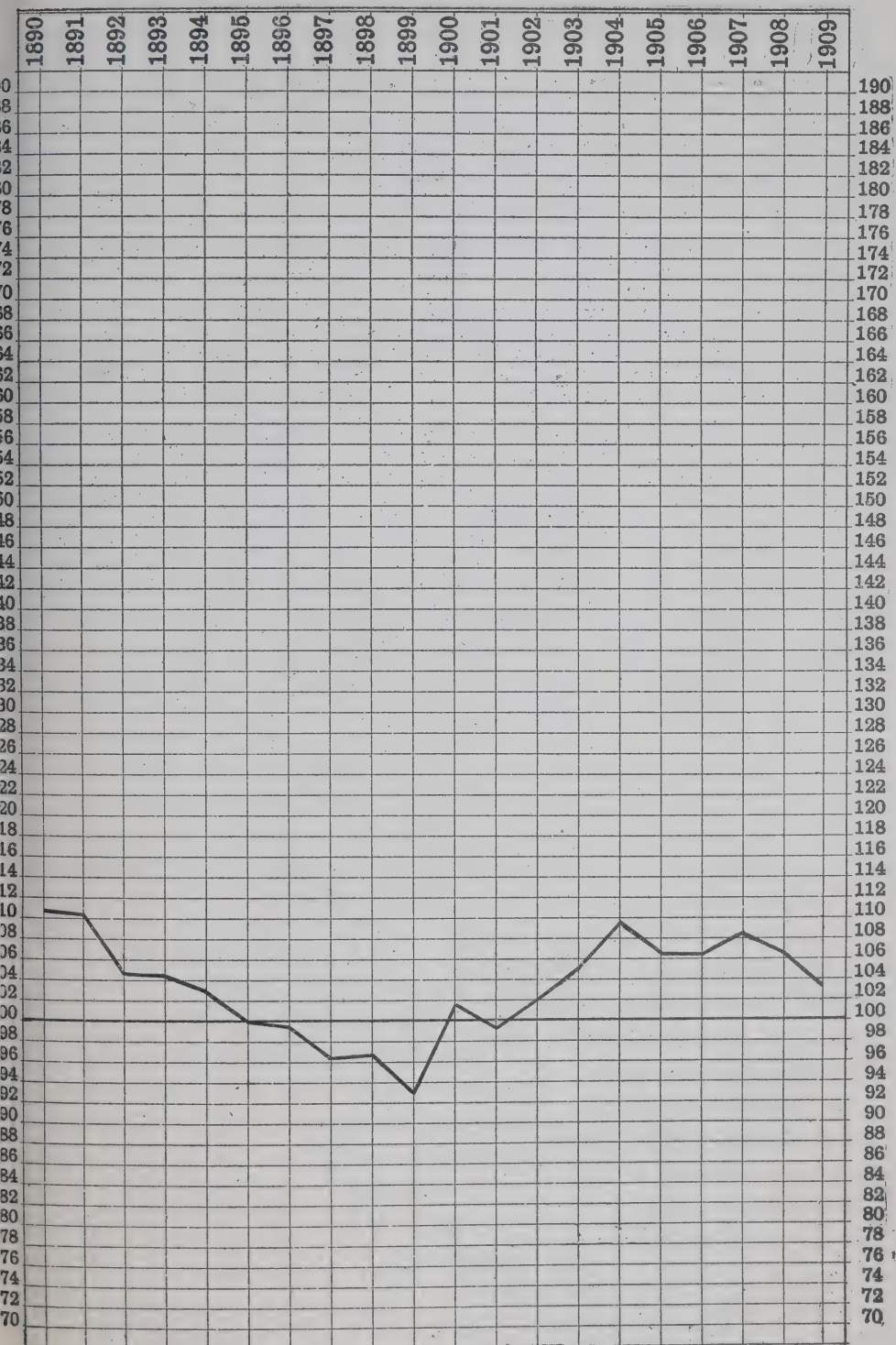


## SESSIONAL PAPER No. 36.

## CHART SHOWING RELATIVE PRICES OF DRUGS AND CHEMICALS, 1890-1909.

Commodities included: Alcohol; Wood Alcohol; Alum; Bleaching Powder; Borax; Brimstone; Carbolic Acid; Caustic Soda; Copperas; Glycerine; Indigo; Muriatic Acid; Opium; Quinine; Soda Ash; Sulphuric Acid.

(Average Price 1890-1899=100)

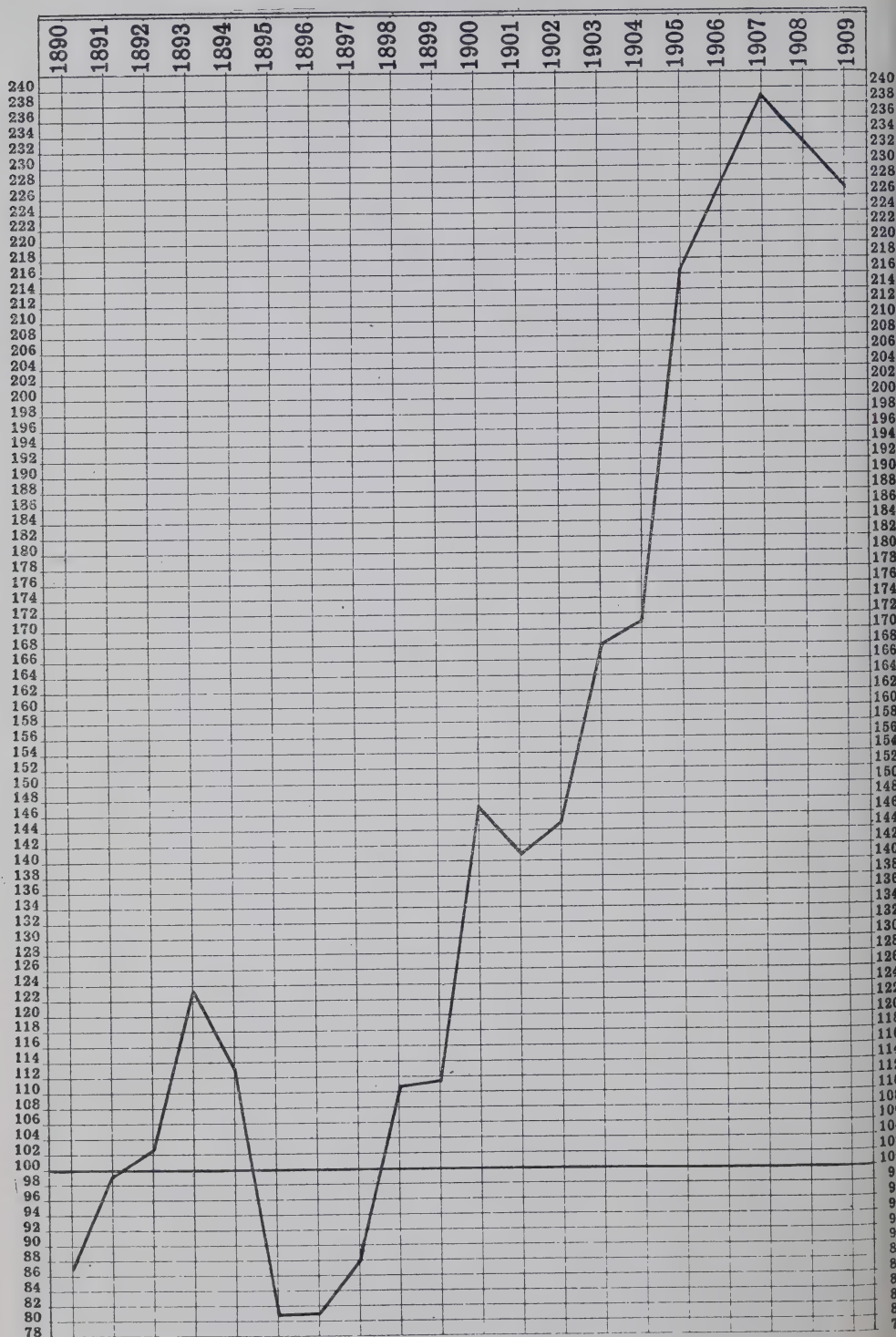




## CHART SHOWING RELATIVE PRICES OF FURS, 1890-1909.

Commodities included: Mink; Muskrat; Raccoon; and Skunk.

(Average Price 1890-1899=100)



VI.—SPECIAL INQUIRIES.—(1) INDUSTRIAL CONDITIONS IN COAL FIELDS OF NOVA SCOTIA. (2) STRIKE OF FREIGHT HANDLERS AT FORT WILLIAM. (3) RATES OF WAGES PAID WORKMEN ON A SECTION OF THE GRAND TRUNK PACIFIC RAILWAY UNDER CONSTRUCTION IN BRITISH COLUMBIA. (4) A DISPUTE AMONG THE FISHING POPULATION OF THE PENINSULA OF GASPE.

Apart from the Cost of Living inquiry, which is treated in a separate chapter in this volume, there were four investigations conducted by the Department during the year, of more than ordinary importance, and demanding special mention. They were respectively, as follows:—

1. An inquiry into industrial conditions in the coal fields of Nova Scotia, conducted by the Deputy Minister.
2. An inquiry into the circumstances attending the strike of freight handlers at Fort William, in August, conducted by the Deputy Minister.
3. An inquiry into the rates of wages paid to workmen on a section of the Grand Trunk Pacific Railway under construction in British Columbia, conducted by Mr. J. D. McNiven, one of the Fair Wages officers of the Department.
4. An inquiry into a dispute among the fishing population of the peninsula of Gaspé, conducted by Mr. V. Du Breuil, one of the Fair Wages officers of the Department.

Abstracts of the several reports presented to the Minister in these matters are printed in the following pages.

#### **1.—Report of the Deputy Minister of Labour on Industrial Conditions in the Coal Fields of Nova Scotia.**

On August 30, 1909, Mr. F. A. Acland, the Deputy Minister of Labour, left Ottawa, under the Minister's direction, for the purpose of conducting an inquiry into the conditions of the coal mining industry of the Province of Nova Scotia, with special reference to the differences between the operators of the different collieries and their employees. Mr. Acland returned on September 19, having in the meantime, as his report sets out, visited every important centre of the coal mining industry in Nova Scotia, and having discussed the situation generally with the managers of all the leading collieries, with the leading representatives of the workmen affected and with prominent citizens in the cities and towns most closely interested. The report of the Deputy Minister, which constituted a review of current conditions in this important industrial field, was prepared under date of September 25, and was presented by the Minister to Parliament in the closing week of November.

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The report opens with a brief statistical survey of the coal mining industry of Nova Scotia. The following table from the report shows the producing coal mines of the Province, and the production and number of workmen employed at each mine, for the year ended September, 1908.

Company.	County.	Production.	No. of Employees.
Dominion Coal Company.....	Cape Breton	3,816,958	5,486
Nova Scotia Steel & Coal Company.....	"	662,350	1,792
Cumberland Railway & Coal Company.....	Cumberland	416,132	1,726
Acadia Coal Company.....	Pictou.....	413,782	1,090
Intercolonial Coal Company.....	"	315,590	937
Maritime Coal Railway & Power Company, Chignecto.....	Cumberland	15,839	165
Maritime Coal Railway & Power Company, Joggins.....	"	51,130½	149
Inverness Railway & Coal Company.....	Inverness	283,704½	568
Port Hood Coal Company.....	"	99,700	216
Other Companies.....	Various.....	226,096	804
Total.....		6,301,282	12,933

Of the total revenue of the provincial Government, in the year ended September 30, 1908, of \$1,783,647, the amount received from the coal royalty was \$616,933, or considerably over one-third. The coal supplies of Canada being found only at points in the extreme east and west respectively, the United States product finds a safe market in the middle provinces of Canada, while it is able to compete also with the Nova Scotia product, as the latter reaches the limit of its Canadian market. The Nova Scotia operator finds, however, some compensation in New England for the loss of his domestic market.

During the year ended September 30, 1908, the coal of Nova Scotia was marketed as follows:—

	TONS.
In Nova Scotia.....	1,950,631¾
" New Brunswick.....	510,331½
" Quebec.....	2,047,638½
" United States.....	499,634¼
Elsewhere.....	477,353¾
Total,	5,485,588¾

It will be seen that Quebec, or the competitive portion of the domestic coal market, consumes about one-third of the Nova Scotia product, while the Nova Scotia coal exported to the United States is less than 10 per cent of the product, and, for the year named, was less than half a million tons. The United States product, on the other hand, was marketed in Canada during the year ended June 30, 1909, to the extent of 11,711,961 tons, of which 6,710,933 tons represented bituminous coal, and 1,139,233 tons bituminous slack or dust, the remainder being anthracite and coke. The Canadian duty on bituminous coal is 63 cents per ton, and on bituminous dust or slack and on charcoal, 14 cents per ton.



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There is no duty imposed by Canada on anthracite or coke. The United States duty on coal for many years prior to 1894 was 75 cents a ton under which the export from Nova Scotia, after fluctuating violently between 254,750 tons in 1873, and one-half, one-third and one-fourth that figure in the few succeeding years, was almost wiped out in 1892 and 1893, when the amount sent to the United States was, respectively, 13, 833 tons and 16,099 tons. In 1894 the duty was made 40 cents, and so remained for three years, during which there was a marked increase in export. In 1897 the United States tariff imposed a duty of 67 cents on coal, and this remained unchanged until 1909, when a reduction was made to 45 cents.

In 1908, the coal production of the Province of Alberta was 1,845,904 short tons, an increase of 153 per cent over 1904, of British Columbia, 2,362,000 tons, an increase of 26.8 per cent; and of Nova Scotia, 6,540,000 tons, an increase of 16.8 per cent.

## FRICTION BETWEEN RIVAL LABOUR ORGANIZATIONS.

It was understood when the Deputy Minister's inquiry was instituted that the then-existing difficulties in the labour situation in the coal mines of Nova Scotia arose mainly from the struggle between two rival labour organizations over the enrolment of the employees and the question of recognition by the employing companies. The organizations referred to were the Provincial Workmen's Association, an incorporated body, and the United Mine Workers of America, an unincorporated body having its membership chiefly in the United States, where also are situated its headquarters.

The Provincial Workmen's Association of Nova Scotia and New Brunswick was organized in the year 1878, and from that date until the beginning of the present dissension was practically the only trade union known among the miners of the Province. It is controlled by a grand council and its chief office is the Grand Secretaryship, which has been held for the last eleven years by Mr. John Moffatt of Dominion, C.B. The operating companies, in most cases, give formal recognition to the different unions of the Provincial Workmen's Association, and accept a committee representing the union as entitled to speak on behalf of the employees, and frequently to make agreement with such bodies. In addition, several of the employing companies have made it a practice to collect the dues of the Provincial Workmen's Association by deduction, on written authorization, from the wages of the employees. The effect of this system is to make the employer a party to building up the union, to prevent delinquencies among the employees and generally to keep the organization compact. Coal mining companies were specially empowered under the Nova Scotia law to make these collections, though not all companies have assumed the responsibility.

The United Mine Workers of America is an unincorporated body comprising the majority, probably, of the workers in the bituminous and anthracite mines of the United States. By many of the bituminous operators in the United States this organization has received a recognition similar to that granted the Provincial Workmen's Association by the Canadian operators; in the case of the anthracite operators, however, such recognition has been definitely refused. With a membership of between three and four hundred thousand, the order is governed by an

executive board, termed "international," whose business is conducted from Indianapolis, Ind. The various local unions are grouped into districts, each of which is entitled to a representative on the executive. The president of the United Mine Workers of America, at the time of the Nova Scotia strikes, was Mr. T. L. Lewis, of Bridgeport, Ohio.

Within a year or two before the time of the Deputy Minister's inquiry the United Mine Workers of America began to organize local unions in Nova Scotia, the membership of which was necessarily taken largely from the Provincial Workmen's Association, and it was from this movement that there developed the friction existing at the time of this inquiry among those concerned in the industry.

At the time of the present inquiry, the United Mine Workers' organization claimed ten local unions in the Glace Bay district of Cape Breton, for the thirteen mines controlled by the Dominion Coal Company, besides one at Morien, two at Sydney Mines, one at Port Hood, all in Cape Breton; one at Westville, Pictou County; one at Springhill, one at Chignecto and one at Joggins, all in Cumberland County. These local unions were of varying size, and may occasionally have had no more than a nominal existence.

#### SITUATION OBTAINING AT TIME OF INQUIRY.

The Deputy Minister, at this point in his report, set forth concisely the situation at the various coal mining properties in Nova Scotia, with reference to the footing of the two workmen's organizations above referred to, and the relations of the same with the operators. The report shows that there were three coal mining strikes in progress at this time, namely at Glace Bay, Inverness and Springhill, all of them arising out of the struggle between the rival unions. The strikes at Glace Bay and Springhill took place after the disputes to which they had reference had been investigated by Boards of Conciliation and Investigation, under the Industrial Disputes Investigation Act. The strike at Inverness took place without any reference to a Board under the Industrial Disputes Investigation Act, and would appear, therefore, to have been directly opposed to the spirit and terms of this Act.

At Glace Bay, at the time of this inquiry, the strike appeared to be practically broken, though the production was still below normal, and many employees were receiving relief. At Inverness, where the proportions were smaller, the strike was at the time of this inquiry, yet more definitely broken, although there was still a considerable number of men on the United Mine Workers of America relief lists. In both Glace Bay and Inverness, military protection had been invoked, and was still considered necessary at the time of this inquiry. At Springhill, no attempt had been made up to the time of this inquiry to work the mine, and operations were apparently at a standstill for an indefinite period, with a promise of the worst results to the industry and community concerned.

The first activity of the United Mine Workers of America in Nova Scotia dated back to 1906, when a representative of that Association, Mr. Peter Patterson, obtained permission to address the Council of the Provincial Workmen's Association, at Halifax, on the benefits of affiliation with that order. After his address, sympathizers with the other Association began gradually to appear in the lodges of the Provincial Workmen's Association, and in May, 1908, at a meeting of the

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Grand Council of the Provincial Workmen's Association, at Halifax, a vote was ordered to be taken on the question of affiliation or amalgamation with the United Mine Workers of America. By about 2,800 to 2,400, the referendum vote was in favour of amalgamation, but at the following annual meeting of the Grand Council the action taken at the May meeting was decided illegal, "the delegates having received no instructions from their lodges to bring about the referendum vote."

The movement towards the union appears to have been independent of any agitation from the United States, save in so far as this may be supposed to have been rendered by Mr. Patterson, an international officer, but a British subject, and a Canadian by long residence. Springhill appears to have been one of the first places definitely to organize a United Mine Workers of America lodge, and took the step in December, 1908, other places rapidly following its example.

## THE STRIKE AT GLACE BAY.

The rupture between the Dominion Coal Company and a number of its employees was the most important of all the developments from the struggle between the unions, because of the number of men directly concerned and the large industrial interests involved; also it was generally conceded that the result elsewhere in Nova Scotia, with the possible exception of Springhill, would depend upon the outcome at Glace Bay.

In March, 1908, an agreement between the Dominion Coal Company and its employees was effected through the efforts of a Board established under the Industrial Disputes Investigation Act, which was effective until December, 1909. In the spring of 1909, however, on the application of certain of the employees, a new Board of Conciliation and Investigation was established to investigate various grievances alleging discrimination against them as members of the United Mine Workers of America, of which body they had become members, also alleging an unwillingness on the part of the Company to receive the committee of the United Mine Workers of America, or otherwise to recognize it.

The Board to which the dispute was referred was composed of Judge Wallace, of Halifax, chairman; Mr. G. S. Campbell, a leading citizen of Halifax; and Mr. D. McDougall, President of the District Union of the United Mine Workers of America. The Board found that there had been no improper discrimination, and defended the Company in giving preference in the matter of employment, under certain circumstances, to members of the Provincial Workmen's Association, the Company having definitely refused to recognize the United Mine Workers of America. On the general question of recognition the Board found against the men on the ground that safety to the mutual interests of the Company and its employees lay in refusing recognition to an organization controlled by foreign officials, sitting at Indianapolis. The report was signed by Judge Wallace and Mr. Campbell.

A minority report was submitted by Mr. McDougall, member of the Board nominated by the men, in which Mr. McDougall took the ground that there had been violent discrimination shown against members of the United Mine Workers of America.

The danger of an impending strike was freely discussed in the press during the next few weeks. About the end of May, Mr. T. L. Lewis, President of the United



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Mine Workers of America, visited the mining districts of Nova Scotia. On Tuesday, July 6, a strike was called in the mines of the Dominion Coal Company. The number of men actually engaged at the mines immediately prior to the strike was 5,280, and the production on the Saturday preceding the strike was returned by the Company at 11,085 tons, and on the following Monday, 9,051 tons. On Tuesday, the day of the strike, the output fell to 5,609 tons, and was still further reduced in the days immediately succeeding, the production for Wednesday, July 7, being down to 3,671 tons, and for Thursday, July 8, 3,014 tons. This was the lowest point reached. The members of the Provincial Workmen's Association remained at work and their numbers were steadily increased by accessions from the ranks of the strikers and by labour brought by the Company from other points. On Wednesday, July 7, the result of disturbances at collieries Nos. 2 and 3, an appeal was made by the Company for military protection, and a formal order granted by Judge Finlayson resulted in 500 men of the Royal Canadian Artillery and Royal Canadian Regiment under command of General Drury, being sent to Glace Bay, on the following day.

#### ATTITUDE OF DEPARTMENT OF LABOUR.

As defining the attitude of the Department of Labour with regard to the strike, the following official statement was made public on July 13, by direction of the Minister of Labour:—

“The dispute at Glace Bay between certain of the employees of the Dominion Coal Company, members of a local union of the United Mine Workers of America, and the said Company, has already been the subject of Government intervention by reference under the Industrial Disputes Investigation Act, and the report of the Board appointed has been given to the public in accordance with the provisions of the Act. Were parties to industrial disputes encouraged to look indefinitely to Government intervention, or given reason to believe that the findings of boards appointed expressly for the purpose of inquiring into existing troubles would be subject to further revision by the Minister or other officer of the Department of Labour, it would seriously prejudice the effectiveness of the work of the boards appointed under the Act, and the value of their findings, and might only serve, having regard to industrial disputes generally, to prolong rather than minimize the period of industrial strife.”

Numerous arrests were made from day to day by special constables of the Company, many of whom had been sworn in. The charges were chiefly of minor disorders and loitering, which last was illegal under a city by-law. The strikers claimed to be in this way prevented unfairly from doing picket duty. On July 27, an attempt was apparently made to dynamite the residence of Mr. Robert Simpson, manager of the Reserve Colliery. The verandah and all the windows of Mr. Simpson's house were badly shattered. On the following day there was a somewhat similar occurrence at a house at Langan Lake, occupied by a coal cutter who was coming to work. No person was injured in either case.

The Deputy Minister having made a careful inquiry into the conditions prevailing in the district at the time of his arrival, September 1, and having met the representatives of both parties to the dispute, found that although the length of the

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strike was, at that time, wholly conjectural, the output of coal, if it continued to increase as it was increasing at the time of his visit, would, by the end of October, reach a point of production substantially equal to that usually attained during the winter months.

## THE STRIKE AT INVERNESS.

The strike at Inverness commenced on July 9, and differed from the other two inasmuch as the dispute had not been referred to a Board of Conciliation and Investigation. The daily output, which was about 1,000 tons, dropped to 399 tons on July 10, after which date it increased rapidly. The immediate cause of the strike was the collection of dues from the miners who had joined the United Mine Workers of America. A disturbance on July 10 caused the Company's officials to ask for military protection, and one hundred men of the Royal Canadian Regiment were sent under command of Lieut.-Col. Weatherbee. The Department of Labour drew the attention of the United Mine Workers of America officials to the situation at Inverness, making special inquiry as to whether the strikers were receiving relief from the organization. A letter was received in reply setting forth the alleged circumstances of the strike, but making no mention of the question of relief.

The Deputy Minister pointed out, however, that a representative of the United Mine Workers of America, at Inverness, had frankly informed him that he was distributing relief to the strikers, having 265 names on his list.

## THE STRIKE AT SPRINGHILL.

As in the case of the strike at Glace Bay, this dispute had been referred to a Board, the members being Mr. Justice Longley, of Halifax, chairman; Mr. Chas. Archibald, Halifax; and Mr. E. B. Paul, M.P.P. The employing Company was the Cumberland Railway and Coal Company. Several grievances were referred to the Board, and the demand for recognition of the United Mine Workers of America was included. The Board, after a careful review of the arguments for and against recognition, decided that the Department of Labour was not empowered to force any Company operating an industrial enterprise to give recognition to any labour organization formed among its employees. The Board of Investigation left it to the judgment and discretion of the Company as to how far it would officially recognize an organization which had its central authority outside the Province, and which was largely under the control of interests that might be in keen competition with the interests of the Company.

Mr. Paul, one of the members of the Board, expressed the opinion that the recognition of the Local Union of the United Mine Workers of America would tend to lessen friction and to promote a better understanding between the parties. The Board advised both parties to adopt conciliatory measures in order to avoid the cessation of operations which would result in far-reaching and disastrous consequences. A feature of the investigation was the presentation of a statement by the Company claiming to show that the mine was being operated at a loss.

The men refused to accept the findings of the Board, and the strike took effect on August 10. Every man was called out, no hands being left to protect the mines.

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This last was the occasion of a letter from the *Halifax Herald* to Mr. T. L. Lewis, President of the United Mine Workers of America, asking him if such action were in accordance with the policy of his organization; Mr. Lewis' reply was in the negative. The pumpmen, however, remained out, and officials of the Company performed the work necessary for the protection of the mines.

On September 1, the Company notified the miners that it would not resume operations, except at a reduction of 15 per cent on the rates paid at the commencement of the strike.

#### CONSENSUS OF OPINION AS TO THE INDUSTRIAL DISPUTES INVESTIGATION ACT.

The report closed with the following sentences, relative to the consensus of opinion in Nova Scotia as to the operation of the Industrial Disputes Investigation Act:—

"I heard much discussion of the Industrial Disputes Investigation Act while in the coal mining districts of Nova Scotia. While many had views as to amendments that would, in their opinion, strengthen the Act, there was a general consensus of approval of the principle of the measure. Before the present series of recognition strikes set in, every coal mine in Nova Scotia save one was working under terms recommended by a Conciliation Board, or arranged while a Conciliation Board was being established for the purpose of investigation. The solitary exception was the Inverness mine, where the agreement had existed from 1906, before the enactment of the Act, but where the manager shortly before the present strike started had written the Department for forms looking to the establishment of a Board. Since the enactment of the measure, and prior to the present trouble, there has been but one strike of importance in the coal mining industry in Nova Scotia, that, namely, of the miners of Springhill, in 1907, and this, occurring after an inquiry before a Board, was strictly legal. The only important strike, occurring in open infringement of the Act is that now in progress at Inverness, where, however, the trouble was largely the work of newly-arrived Belgians. There was a strike of a few days' duration at Springhill, a week or two after the enactment of the Act in 1907, but the men returned to their work immediately on learning that the new Act applied to their case.

"Looking at the number of agreements affected in the coal mining industry under the Industrial Disputes Investigation Act, it is impossible not to feel that the men have in this Act a means of appealing to public opinion against unfair treatment, which is likely to prove far more effective than a strike. Three-fourths of the miners in Nova Scotia, even in face of the existing strikes and friction, are contentedly working under agreements thus effected."

#### SUBSEQUENT DEVELOPMENTS.

It will be appropriate here to add a brief statement of the events subsequent to the visit of the Deputy Minister to Nova Scotia, the course of which, it will be seen, followed closely on that indicated as probable in the report. At Glace Bay the output gradually increased until by the close of navigation, about mid-November, it exceeded 9,000 tons daily, and was but slightly below the normal figure; after the close of navigation, the Company proceeded with its full working strength,



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instead of reducing the winter output, as in the preceding years, and thenceforward it was claimed by the Company, conditions ceased to be affected, the production for the winter season averaging higher than during the preceding year. Usually, banking is commenced about mid-February, and a full working force is employed from that date; the comparison, therefore, for the period subsequent to that date shows slightly in favour of the preceding year. The figures given the Department by the Company, for the first three months of the years 1909 and 1910, respectively, are as follows:—

	1909.	1910.
January.....	200,176	212,073
February.....	209,656	204,521
March.....	253,622	243,763
Total,	663,454	660,357

The military stationed in the district was finally withdrawn on March 3.

The agreement between the Dominion Coal Company and its employees, framed by a Board of Conciliation and Investigation presided over by Professor Adam Shortt, in March, 1908, and under which the members of the Provincial Workmen's Association continued to work after the strike was proclaimed, was dated to expire December 31, 1909. Some time before this date was reached, negotiations for a further agreement were started, and early in November the agreement, slightly modified, was extended until December 31, 1911; the only change of rates being a 5 per cent increase in the case of labourers formerly receiving \$1.52 as their maximum rate, which was thereby increased to \$1.60.

It may be added that the strike continued until shortly after the close of the fiscal year, when, on April 28, the men abandoned the claim for recognition, and decided to work on the basis of the modified agreement and on the understanding that employment would be given them by the Company as fast as vacancies occurred, the Company also understanding that there should be no discrimination against those who had ceased work. It is estimated that about 1,300 former employees of the Company were still on strike at the time the decision to resume work was taken.

In the case of the Cumberland Railway and Coal Company the mines remained closed, save for the manning of pumps and boilers for repair work, from the date of the strike until during the month of March last, when the Company began raising coal at one colliery. The general manager, writing the Department under date of March 19, stated "that some 338 men have been engaged of all classes, including seventy-three certified miners, and raising of coal has been resumed. The average output for the current month has been from 175 to 200 tons a day. It is the intention of the Company to continue recruiting miners, and improve output to the extent of increasing shipments to normal capacity, as early as possible."

Mr. William Watkins, Secretary of the local union of United Mine Workers of America, at Springhill, writing the Department, under date of April 3, stated that 1,400 to 1,500 men remained on strike, and that conditions generally were most orderly.

In the case of the Inverness strike conditions had practically ceased to be affected a few weeks after the declaration of strike, but production continued at a somewhat lower level than during the preceding year. The regular soldiers

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left Inverness on October 1, but a company of the Ninety-fourth was placed under order to aid the civil power, if required, and a few score of strikers, chiefly Belgians, remained until winter, when they left the vicinity. In connection with this dispute it should be stated that an action was brought in October against one David Neilson, an agent of the United Mine Workers of America, for supporting men on strike, contrary to the provisions of the Industrial Disputes Investigation Act, 1907. Several charges were brought, and Mr. F. A. McEachen, the Stipendiary Magistrate, found the defendant guilty in the first case and imposed a fine of \$500 and costs or three months' imprisonment. The case was appealed to the Court of Appeal and judgment on appeal had not been given at the date of writing.

## 2.—Inquiry into Strike of Canadian Pacific Railway Freight Handlers at Fort William, Ont.

On August 12, the Minister of Labour learning through the press of the occurrence of a strike on the part of freight handlers to the number of 700 employed by the Canadian Pacific Railway Company at Fort William, Ont., opened communication through Mayor Peltier of Fort William with the parties concerned, as a result of which Mr. F. A. Acland, Deputy Minister of Labour, was commissioned on August 15 to proceed to Fort William to lend the good offices of the Department towards effecting, if possible, an adjustment of the dispute. The differences in question related to the demands of the freight handlers for increased rates of pay and for the discontinuance of a bonus system by which one cent per hour of their wages was held by the Company until the completion of the season's work.

On August 18, the Deputy Minister informed the Minister of Labour from Fort William that formal application had been made by the employees for the establishment of a Board under the Industrial Disputes Investigation Act. In this message the Deputy Minister also announced that the strikers had all returned to work and that troops which had been called out for the preservation of order had been withdrawn. A board was established immediately and on August 24, six days after the application had been transmitted to the Department, a unanimous report was presented and the dispute adjusted accordingly.

The dispute was of more than ordinary importance because during the short-lived strike an encounter occurred between the strikers, mostly foreigners not long in Canada, and a number of special constables, in which several men on both sides were seriously wounded. The Minister of Labour, on August 12, addressed the following telegram to Mayor Peltier:—

“Press despatches mention you have been endeavouring to arrange settlement of longshoremen's strike. Possibly, parties are not aware that Industrial Disputes Investigation Act is applicable to this dispute and that persons violating provisions of Act are liable to prescribed penalties. Two years ago longshoremen at Montreal and Halifax, having struck without knowledge of provisions of Act, returned to work, and had difficulties referred under its provisions once the same were brought to their attention. Possibly strikers at Fort William will see the wisdom of adopting a similar course. I will be pleased to establish a Board of Conciliation and Investigation forthwith if so requested. Copies of Act mailed yesterday to W. Houston, Secretary Longshoremen's Union.

(Sgd.) W. L. MACKENZIE KING,  
*Minister of Labour.*”



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A message was received in reply from Mayor Peltier, stating that the situation was well in hand and that a proposition had been made for the settlement of the dispute. On August 15, a telegram was received by the Minister from Mr. Frederick Urry, correspondent of the *Labour Gazette*, at Port Arthur and secretary of the Trades and Labour Council of that place, as follows: "Strike Committee of freight handlers, Fort William request your presence here to hear their grievances and effect settlement. Wire reply."

The Minister replied as follows:—

"Your telegram of last night received this morning. The Deputy Minister, Mr. F. A. Acland, will leave for Fort William immediately to lend the good offices of the Department towards effecting a settlement of the Fort William dispute. Mr. Acland was instrumental in effecting, under similar circumstances, a settlement of a longshoremen's dispute at Montreal two years ago, and I bespeak for him the confidence of each of the parties."

In his report to the Minister on this mission the Deputy Minister set down briefly the leading features of the dispute leading up to the intervention of the Department. There were, he said, about 700 men receiving employment as freight handlers at the freight sheds of the Canadian Pacific Railway Company at Fort William. The employees were of numerous nationalities and the rate of wages up to the time of the dispute was 17½ cents per hour for day work and 20 cents per hour for night work, with an additional cent for each hour worked, given as a bonus at the end of the season to the men who remained on duty until that time. The object of this bonus was to induce the men to hold themselves available for duty until the close of the season of navigation, this system being identical with that in force between the shipping companies and the longshoremen of the port of Montreal. During the season the work had proceeded quietly enough at the rate of payment mentioned above until August 7, when the Company was surprised by the men suddenly and without any formal warning ceasing work. The result of the longshoremen's refusal to work was to derange the shipping facilities of Fort William and to threaten a tie-up of steamers that might be in port or might come to port.

The report points out that the industry being one involving transportation facilities brought the dispute within the province of the Industrial Disputes Investigation Act and the men were not complying with the terms of the Act in ceasing work before the differences between them and their employers had been referred to a Board of Conciliation and Investigation. The men employed were, however, as has already been pointed out, foreigners for the most part, and with perhaps few exceptions were without more than the rudiments of education. There seemed good ground for accepting the claim subsequently advanced by the leaders of the men that they had been unaware of the existence of the Industrial Disputes Investigation Act and that had they known the requirements of this law they would not have ceased work without their grievances being first investigated. During the two or three days following the strike, more or less informal conferences took place between the representatives of the men and the officials of the Company, Mr. J. T. Arundel, General Superintendent of the Central Division



of the Canadian Pacific Railway Company, Assistant General Manager Bury, and the local representative, Superintendent J. Graham. The demands of the men were briefly: (1) An increase of pay; (2) Abolition of the bonus system; (3) Better treatment from the foremen. The strikers picketed the approach to the Canadian Pacific Railway Company's sheds from day to day, and one man was arrested for carrying a revolver. The differences, according to the Deputy Minister's report, were in a fair way towards settlement when excitement was aroused by the arrival of thirty special constables from Winnipeg, brought down by the Canadian Pacific Railway Company to protect their property. On the morning of August 10 (Tuesday), an altercation arose between the strikers and the constables which developed quickly into the active use of firearms, with the result that many persons were severely wounded. Mayor Peltier, when the news of this shooting reached him, was in the act of negotiating a settlement with the officials of the Company enabling the men to return to work immediately on improved conditions, with a reference to the Industrial Disputes Investigation Act in the event of further grievances developing. The Mayor proceeded to the scene of the outbreak and read the Riot Act, issuing at the same time the call for the Militia. One hundred and fifty men of the ninety-sixth regiment, located in Fort William and Port Arthur, were soon on duty and order was restored. Col. Steele, D.O.C., who was in Port Arthur at the time of the affray, assumed command and also brought down from Winnipeg seventy-five members of the Canadian Mounted Rifles. The presence of the Militia had a quieting effect and no further untoward incident occurred. The strike continued, and on Friday morning over one hundred men were brought in by the Company from the east and work was partially resumed at the freight sheds. Picketing was continued by the strikers but without disorder. The bearing of the Militia was reported on all hands to have been excellent. Mayor Peltier resumed negotiations looking to a settlement. The Mayor on Saturday regarded normal conditions as restored and requested the withdrawal of military protection. The Militia and Regulars were accordingly withdrawn on Saturday night, and on the Monday following the men resumed work on the understanding that the dispute would be referred for adjustment under the terms of the Industrial Disputes Investigation Act.

The Deputy Minister's report shows that when he arrived in the city on August 17, there was no outward evidence of the disturbance, but a tense and excitable feeling was evident, indicating the necessity for prompt action in bringing the whole matter before a Board for full inquiry and final adjustment. The Deputy Minister met a committee representing the strikers at the City Hall on August 18, there being also present Mayor Peltier and Mr. F. Urry. An application for a Board of Conciliation and Investigation was formally drawn up and handed to the Deputy Minister, in which Mr. Urry was recommended by the men for appointment as a member of the Board. Later the Deputy Minister received from the Company the recommendation of Mr. W. J. Christie, of Winnipeg, and Messrs. Christie and Urry were accordingly appointed. Subsequently Mr. Urry tendered his resignation as a member of the Board and, at a further meeting of committee of the strikers Alderman W. T. Rankin was recommended as a substitute and was immediately appointed. The same meeting passed a resolution in the following terms:

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"We, the committee representing the freight shed men employed by the Canadian Pacific Railway Company at Fort William, appreciate the promptness with which the Department of Labour dealt with our request for the appointment of a board to deal with our grievances, and had we known of the existence of the Lemieux Act, we would not have ceased work until we had invoked the good offices of the Minister of Labour."

On August 20, Messrs. Christie and Rankin jointly recommended Mr. S. C. Young, a leading citizen of Fort William, for Chairman, and Mr. Young was accordingly appointed. The members of the Board on Saturday morning, August 21, began the official inquiry into the dispute. The proceedings lasted throughout Saturday and much evidence was taken, many men being present throughout the day. In the evening the Board met in private, but finding it impossible to make a unanimous report, decided to take further evidence on Monday, August 23. The meeting on this latter date lasted until Tuesday morning when the finding of the Board was drawn up, being handed to the Chairman on Tuesday evening. This finding was understood to be satisfactory to both parties concerned. The whole proceedings, from the day on which the formal application was received, had lasted only during six working days, show with what expedition the machinery of the Act may be worked when there is special urgency for the same.

The finding of the Board recommended: (1) Payment of the rate of 20½ cents per hour by day and 23½ cents per hour by night, dating from August 16, when the men resumed work; (2) the abolition of the bonus system for the future, and the payment immediately of the bonus earned up to date. Concerning the question of ill-treatment, the Board did not find that any evidence supporting this contention had been submitted, but the Company's officers had given satisfactory assurance on the subject.

In his report the Deputy Minister pointed out that the financial loss suffered by both parties and the unfortunate affray between the constables and the strikers would have been eliminated, had the differences been referred for adjustment under the terms of the Industrial Disputes Investigation Act in the first place. In concluding his report the Deputy Minister acknowledged the excellent public service rendered by His Worship Mayor Peltier throughout the difficulty and the substantial aid which he received from the Mayor and from Mr. Urry in expediting the procedure for the establishment of the Board; also the cordial and courteous co-operation of the officials of the Canadian Pacific Railway Company to the same end.

### 3.—Investigation Into Wages Paid on Construction of Grand Trunk Pacific Railway.

During the month of July, Mr. J. D. McNiven, one of the Fair Wages officers of the Department of Labour, visited Prince Rupert, B.C., under direction of the Minister of Labour, to conduct an investigation into the rates of wages paid to workmen employed on the portion of the Grand Trunk Pacific Railway, 100 miles easterly from Prince Rupert, under construction by the firm of Foley, Welch & Stewart.

The complaints to which the inquiry related were set forth in communications on behalf of the Prince Rupert Workingmen's Association addressed to the De-

partment of Labour, to the effect that the rates of wages paid by the contractors and sub-contractors to common labourers and other workmen employed on the construction of that portion of the railway were less than the current rates of the district for such classes of labour, and that an infringement had, therefore, occurred of the Fair Wages' clause forming part of Messrs. Foley, Welch & Stewart's contract. The clause in question is as follows:

"All mechanics, labourers or other persons who perform labour in the construction of the works hereby contracted for shall be paid such wages as are generally accepted as current for competent workmen in the district in which the work is being performed, and, if there is no current rate in such district then a fair and reasonable rate, and, in the event of a dispute arising as to what is the current or a fair and reasonable rate, it shall be determined by the Minister of Labour, whose decision shall be final."

During his stay in Prince Rupert, Mr. McNiven had many interviews with Mr. Patrick Daly, Secretary of the Prince Rupert Workingmen's Association, and other members of that organization. From Mr. Daly and from individual workmen he heard a great number of complaints, many of them being outside the scope of the inquiry which he was commissioned to make and relating principally to various forms of alleged ill-treatment to which stationmen had been subjected. Mr. McNiven had interviews also with representatives and officials of the firm of Foley, Welch & Stewart and with many prominent residents of Prince Rupert.

Mr. Daly informed Mr. McNiven that at the time of the complaint of the Prince Rupert Workingmen's Association the firm of Foley, Welch & Stewart and their sub-contractors were not paying the rates current in Prince Rupert and the Skeena district, but that he had reason to believe that more favourable rates had since been conceded by the contracting firms in question.

Mr. McNiven called at the office of Messrs. Foley, Welch & Stewart, and through the courtesy of Mr. Smith, paymaster for the firm, was given free access to the pay rolls for the months of May and June, 1909. The following statements show the rates of wages and the number of men employed at each rate:

	May.	June.
At \$1.30 per day and board.....	10	
" 1.75 " .....		2
" 2.00 " .....	5	1
" 2.25 " .....	4	1
" 2.50 " .....	618	658
" 2.75 " .....	1,324	1,558
" 3.00 " .....	980	835
" 3.25 " .....	30	71
" 3.50 " .....	53	66
" 3.75 " .....		6
" 4.00 " .....	13	12
" 4.50 " .....		1
" 5.00 " .....	2	1
" 5.50 " .....	5	
" 6.00 " .....		1

Those receiving from \$1.30 and board to \$2.25 in May, and from \$1.75 to \$2.25 in June are water boys and a few inferior workmen. Those receiving \$2.50, \$2.75 and \$3.00 are ordinary labourers, and represent the bulk of the workmen.



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Those receiving from \$3.25 to \$4.00 are underground men, handymen, axemen, &c. Steam drill men received from \$4.50 to \$5.50, and one man, who handled powder, received a rate of \$6.00 per day while engaged at that work.

The rate charged for board was 25 cents per meal, or \$5.25 per week. Bunk houses were provided for the men, free of charge, but they were required to provide their own blankets and bedding.

		May.	June.
At \$ 35 per month.....		63	26
" 40 "		129	132
" 45 "		60	59
" 50 "		40	49
" 55 "		4	3
" 60 "		12	12
" 65 "		11	12
" 70 "		3	9
" 75 "		152	146
" 80 "		16	26
" 85 "		41	41
" 90 "		53	60
" 95 "		1	
" 100 "		33	45
" 110 "		8	5
" 125 "		6	5
" 150 "		4	5
" 175 "		2	3

The rates given in this statement include board in all cases.

Flunkies, teamsters, bull cooks, &c., received \$35, \$40 and \$45 per month.

Storekeepers, night watchmen, firemen, &c., received \$50 to \$60.

Those receiving \$65 to \$70 were assistant cooks, steam shovel firemen, boatmen on gasoline launches carrying supplies, &c.

Those receiving \$75 to \$110 were ordinary foremen, timekeepers, cooks, dinky locomotive engineers, steam derrick engineers, cranemen, &c.

Camp foremen and steam shovel engineers received rates varying from \$100 to \$175.

Regarding a complaint made by the Prince Rupert Workingmen's Association, that workmen were not being paid their wages, Mr. McNiven was unable to find a specific case of any real grievance of this nature.

During the progress of investigation Mr. McNiven visited a number of camps on the line, with the object of getting into touch with the workmen and learning the conditions under which they worked and the treatment accorded them by their employers. As to wages, very few complaints were heard, and these were made by ordinary labourers receiving \$2.75 and \$3.00 per day. It was ascertained that the rate of wages paid by the Government of British Columbia to common labourers engaged in the construction of sewers within the limits of Prince Rupert was \$3.00 per day, while the lowest rate at which board can be obtained there was \$1.00 per day or \$7.00 per week.

The Government of British Columbia also paid \$3.00 per day for the building of wagon roads and trails in the Skeena District, and Mining Companies paid from \$3.00 to \$3.50 per day, while the lowest rate paid for board by those engaged in this class of enterprise was \$1.00 per day.

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Concerning this matter the Prince Rupert Board of Trade is on record as follows:—

“At a meeting of the Board held April 2, 1909, a committee was appointed to look into the matter of wages in and around Prince Rupert. At the general meeting of the Board held April 12, the committee reported that from information received from contractors and labourers who had been in the vicinity of Prince Rupert for two years or more, they believed \$3.00 to \$3.50 had always been paid for common labour, and since the cost of living had not decreased in the past year, the committee favours the Board recommending \$3.00 per day as a fair wage for unskilled labour. The report of the committee was adopted. The matter was again taken up at a meeting of the Council of the Board of Trade held July 19, when it was moved “that the resolution passed on April 12, be again endorsed.” There being no seconder to the resolution, the mover challenged any member of the Council to move that it be rescinded, when it was promptly moved and seconded: “That the Council recommend to the Board that the resolution of April 12, 1909, *re* wages for unskilled labour, be rescinded.”

This resolution was carried.

Inquiry showed that the rates of wages paid by contractors to ordinary labourers on railway construction in the Rocky Mountains and west of Vancouver were \$2.25 and \$2.50 per day, while the rate charged for board was the same as that charged by Messrs. Foley, Welch & Stewart. From the Rocky Mountains east to Fort William the rates were \$1.75 and \$2.00 per day. The rates for board were \$4.50 in the East and Middle West and \$5.25 in the extreme West. On the section of the Grand Trunk Pacific Railway easterly, from Prince Rupert, Messrs. Foley, Welch & Stewart paid ordinary labourers, \$2.50, \$2.75 and \$3.00 per day. Rate for board, \$5.25 per week.

Mr. McNiven reported that while the rate of wages paid by the Government of British Columbia for sewer construction in Prince Rupert, and by mining companies in the interior of the Province, was slightly higher than that paid by Messrs. Foley, Welch & Stewart, the difference was fully offset by the rates the men were required to pay for board. He expressed the opinion that since the supply of labour was not equal to the demand and that all kinds must be accepted, some latitude should be allowed in the fixing of a minimum rate and that the prices paid by Messrs. Foley, Welch & Stewart were fair and reasonable and should not be interfered with.

#### 4.—Special Investigation and Report on Disputes Among the Fishing Population of the Peninsula of Gaspé, Que.

On September 24, 1909, Mr. Victor DuBreuil, one of the Fair Wages officers of the Department of Labour, left Montreal, under the direction of the Minister of Labour, to conduct an investigation into certain difficulties between the fishermen and some merchants and fish importers of the several localities in the Gaspé Peninsula.

Mr. DuBreuil's report was submitted to the Minister of Labour under date of October 19, 1909, and stated that the industries concerned were controlled by companies operating general stores and exporting dry fish, the principal markets being

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South American countries and Mediterranean ports. During the year preceding Mr. DuBreuil's investigation, the companies claim to have sold at a loss, importers preferring to buy fish from Norway or Labrador. Some of the localities concerned are Anse aux Griffons, Petite Rivière, Petit Cap, Grande Anse, Echourie, Pointe Jaune and Fox River, where the riot took place. The population of the fishing points was composed almost exclusively of Canadians of French descent, mostly engaged in the fishing trade. The people in question are kind, laborious and thriving citizens, the report pointed out, inclined to be excitable when provoked, and the majority of them possessing only a very rudimentary education. The names of the firms mostly concerned in the dispute are as follows: The Wm. Fruing Company, The Chas. Robin Collas Company, and H. J. Hyman and Sons.

Mr. DuBreuil's interview with the representatives of the merchants demonstrated their net profits on the sale of goods to fishermen to be about 25 per cent. The prices paid to fishermen were as follows:—

For No. 1 Quality. ....	\$3.50 per quintal (112 lbs.)
“ Inferior Quality.....	2.00 “ “
“ Extra large fish.....	3.60 to \$3.90 per quintal.

In addition the fishermen sell crude cod liver oil to merchants, at from 18 to 22 cents per gallon.

Mr. DuBreuil's investigation went to show that the fishermen were irritated at the treatment received from certain of the agents and clerks of the merchants, who had annoyed them and members of their families by alleged arrogance and discourtesy. The investigation showed also that the Truck System was in operation between merchants and fishermen by virtue of which fish were exchanged for provisions and other goods. This system, it was pointed out by Mr. DuBreuil, is disastrous to the fishermen, if they make a poor catch, the latter being unable to deal with other business places on account of their previous indebtedness to the local merchant. The fishermen, on account of their inability to read, are often charged extortionate prices, and Mr. DuBreuil reports the case of one man who was repeatedly charged for articles which he never obtained. The merchants sold their goods on credit to the fishermen, and sometimes a period of a whole year elapsed before a final settlement was made, as the supplies bought during the winter were only paid for after the fishing season opened. The Companies had an arrangement among themselves by which the prices to be paid for fish were fixed, and the existence of such a combination, in Mr. DuBreuil's opinion, proved to be one of the causes of the tumult. Discontent was also caused by the unsatisfactory method of weighing the fish, old-fashioned devices being in use.

In 1908 an epidemic of diphtheria scourged some of the localities in the peninsula, and was severely felt at Fox River. Several families were quarantined; the men were unable to fish and consequently could not pay for their supplies at the stores.

Mr. DuBreuil's report contains a price list of the most needed articles of food sold to the fishermen, from which it appears that though the merchants do not charge excessive prices for their goods, the poorest of the fishermen have to pay the highest prices on account of their inability to pay their bills on short notice.



The fishing season lasts about five months during the year, and the average catch of two men during the season, varies between \$250 and \$600. As very few of the fishermen earn anything during the winter, those with large families are in a precarious condition when the catch is small. The beginning of the disturbance which was the cause of Mr. DuBreuil's investigation, arose from the visit of Philip Francoeur, a former resident of the neighbourhood, on September 3. In conversation with some of the fishermen of Fox River, he remarked that if he was duly authorized by them to act on their behalf, he would sell their fish at \$4 per quintal, to Halifax merchants. He was authorized to proceed to Halifax, and a subscription was raised to defray his expenses. Francoeur entered into negotiations with a fish merchant of Halifax who sent a schooner to Fox Bay with his agent, Mr. J. W. Nickerson, on board. The fishermen claim to have understood that Nickerson had instructions to pay \$4 per quintal for fish. As soon as the schooner was signalled, Mr. Hyman went on board to meet Nickerson and urged him not to pay more than \$3.50 per quintal for fish. On his refusal to pay \$4, the fishermen became very excited.

Mr. DuBreuil's report states that on September 6 the fishermen seized Mr. Charles Brien, agent for the Fruing Company, and forced him to sign an agreement by which he promised to pay \$4 per quintal for the fish, and also not to take proceedings against fishermen in arrears in their payments for goods bought from his firm during the space of one year. He also promised to remove his agent at Fox River, who had become objectionable to the fishermen, but he refused to bind the other merchants by an agreement. The fishermen appointed a deputation to meet the other merchants, with a view to getting them to sign the agreement, and in the absence of Mr. Hyman, met his agent, Mr. Romeril, and summoned him to sign it. Mr. Romeril refused and ordered the men to disperse from the public roadway. The representatives of the men withdrew and reported their reception to the fishermen, who sent another delegate to repeat their demand. Mr. Romeril followed this man to where the fishermen were assembled and was surrounded by them and rudely treated, firing three shots into the mob, in order, as he claimed, to save his life. Then he tried to make his escape, but the men followed him and disarmed him. Mr. DuBreuil gives in full the copy of an affidavit sworn by Mr. J. W. Nickerson, which runs as follows:—

“GRAND ETANG, September 5, 1909.

“I, the undersigned, do solemnly declare before the undersigned witnesses, that in a meeting, Mr. Philip Francoeur for the first time presented me with a petition written in French, of the nature of which I asked to be informed. He replied that it was a petition signed by the inhabitants of Fox River and elsewhere, which he said he had by the Government to enable him to sell their fish anywhere, or to any body. He then proposed to sell me about 3,000 quintals cod-fish, which were in the hands of the inhabitants of Fox River, at the rate of three dollars and fifty cents per quintal, culled and in proper condition, provided I would give him twenty-five cents per quintal for his own personal purpose.

On my second meeting with the said Philip Francoeur, in Mr. Hyman's house, I accused him of misrepresenting me and giving me trouble through having told the people that the price I would pay for the fish was \$4 and over. He replied that he

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had not done so, but that such reports emanated from the fishermen who were all liars and fools. I then proposed that the matter be dropped altogether, and he replied that he would be glad to do so, and much more pleased than if he had received one thousand dollars. When I reached Fox River, I found that he had weighed from some people some 195 quintals which I was willing to take at price agreed upon, but he replied that the parties would not deliver it, and said that the whole matter was dropped.

Sworn before me, this 5th day of September, 1909.

H. J. HYMAN, J.P.

WALTER RYAN  
GEO. GODFRAY } Witnesses.

J. W. NICKERSON.

On September 11, Mr. Brien caused twenty-four men to be arrested. Two were released for lack of proof against them, and five were sent to prison, the remaining seventeen being released under bail for \$200 for one year.

Mr. DuBreuil's report concludes with his opinion on the situation which is to the effect that the attitude of the fishermen was due to their having been misled by Francoeur, and to their discouragement at the fall in the prices of fish. He pointed out that if the prices declined further, and the price for food remained at its present figure, the position of the fishermen must shortly become intolerable, and they would be forced to abandon their homes, which would be the ruin of the most important industry of the Gaspé Peninsula.

## VII.—HOURS OF LABOUR ON PUBLIC WORKS.

A special Committee of the House of Commons was appointed on December 9, for the purpose of reporting on Bill No. 21:—An Act respecting the Hours of Labour on Public Works. This measure, which was introduced by Mr. Alphonse Verville, (Maisonneuve) on November 22, 1909, and which received its second reading on December 9 following, has engaged the attention of the House of Commons on several previous occasions. It proposes that a condition shall be inserted in all Dominion Government contracts to provide that no workman in the employ of the contractor shall be permitted or required to work more than eight hours per day, except in cases of emergency; also that a like policy shall be adhered to in the case of work undertaken by the Government of Canada by day labour.

In moving the second reading of the Bill, Mr. Verville asserted that the demand for a shorter working day was almost universal, and that the question was one which the Parliament of Canada should study and consider so that relief might be afforded to all who are, at the present time, labouring under trying conditions. The Dominion Government should be, he claimed, a model employer of labour. Against the eight-hour day proposal it had been urged, in some quarters, that the effect would be to reduce and to demoralize production. Mr. Verville did not, however, believe that shorter hours of labour would have any such effect. Upon the conclusion of the debate Mr. Verville declared himself also as gratified with the discussion, and as satisfied that the Bill should be referred to a special committee after the principle involved had been affirmed by the passage of the second reading. In the course of his remarks, Mr. Verville congratulated the Government on having appointed a Minister of Labour who could devote all his time to the study of labour questions. The demand, he said, which had been made for years past, for the creation of this portfolio, showed the necessity for it.

The Minister of Labour expressed the belief that the workingmen of Canada owed a debt of gratitude to Mr. Verville for the introduction of this Bill. The history of labour legislation showed that, on the whole, a shortening of the hours of labour had been of immense benefit not only to the working classes, but to the industries themselves. The question of hours of labour in Canada was primarily one for the consideration of the Provincial Legislatures, but the discussion of the subject in Parliament would, he believed, be reflected in future legislation by the Provinces. In so far as the question bore upon the amelioration of the everyday life of the working classes he was of opinion that the Dominion Parliament, so far as its power extended, should do all that it could to further that end. Parliament, he observed, had certain powers in regard to works carried on by the Government of Canada.

In so far as the Bill related to the hours of labour on public works, it was desirable to point out that the Government had already taken considerable steps toward meeting the object which the Bill had in view through the adoption in 1900, of a Fair Wages Policy, providing for the payment of fair wages to workingmen engaged on public works, and the enforcement of the hours of labour current in the districts where such works are being carried on. The Minister concurred in the



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opinion which had been expressed by other participants in the debate that the Bill should be referred to a special committee in order that the measure might not be lost on a vote, and that all interests concerned might have an opportunity of being heard, and in order also that the various points which had been raised in the present debate might be fully considered.

Mr. R. L. Borden observed that the subject to which the present Bill related was one which must be dealt with. In common with every member of the House, he was disposed to give the most sympathetic consideration to all measures designed to improve the condition of the labouring classes. He was willing that the Bill should be referred to a special committee in order that the parties concerned might be heard, and in order that any information in the possession of the Government might be produced.

In the course of the debate the point was raised that the Bill, as introduced, would have the effect not only of regulating the hours of labour on Government works, but of precluding the purchase by the Government, or by contractors on Government works, of any materials produced under a system which required the workmen concerned to work more than eight hours per day. A fear was also expressed that, in its present form, the measure might seriously interfere with the operation of mills and factories employed in part in the execution of Government contracts, and that the passage of such a law might increase the difficulty which farmers now experience in obtaining the labour which is required for their farming operations.

It was urged by one of the participants in the debate that a conference should be held of the various Provincial Governments, for the purpose of adopting a uniform law on this subject throughout the Dominion. Reference was made to the eight-hour law as applied to mining and smelting operations in British Columbia, and the statement was made that a great change had been effected thereby in the men employed in this branch of industry, and in the conditions of their home life. It was also asserted that the eight-hour day in England and in Australia had produced excellent results.

The special committee to which the Bill was referred was composed of the Honourable W. L. Mackenzie King, Minister of Labour, chairman; Mr. A. C. Macdonell, Toronto; Mr. Ralph Smith, Nanaimo; Mr. Wm. Staples, Macdonald; Mr. L. E. Prowse, Queen's, P.E.I.; Mr. David Marshall, East Elgin; Mr. Alphonse Verville, Maisonneuve; Mr. John Stanfield, Colchester; Mr. Andrew Broder, Dundas; Mr. Gustave A. Turcotte, Nicolet; and Mr. W. E. Knowles, Moose Jaw. In all, nineteen meetings of the special committee were held, at which a large number of witnesses were examined, representing, for the most part, interests especially affected by the proposed legislation; and a great deal of valuable information obtained with respect to hours of labour in Canada and in other countries, which will be published as an Appendix to the Journals of the House of Commons for the Session of 1909-10.

The following witnesses were examined before the committee: On January 21 and January 26, Professor O. Skelton, of Queen's University, Kingston. On February 2, further evidence was given by Professor O. Skelton. On February 16, Mr. V. DuBreuil, Fair Wages Officer of the Department of Labour. On February 23, further evidence was given by Mr. V. DuBreuil and by Mr. J. D. McNiven, Fair

Wages Officers of the Department of Labour. On March 2, further evidence was given by Mr. J. D. McNiven, Fair Wages Officer of the Department of Labour; Mr. John Armstrong, Chief of the Bureau of Labour of the Province of Ontario; and Mr. Louis Guyon, Chief Inspector of Factories of the Province of Quebec. On March 9, Mr. F. B. McKune, Superintendent of the open hearth department of the Hamilton Steel and Iron Company, Hamilton, Ont.; Mr. Daniel W. Evans, foreman of the finishing department of the same Company; Mr. Justus Post, engineer of the blast furnace department of the same Company; Mr. Phelps Johnston, general manager of the Dominion Bridge Company, Montreal and Lachine; and Mr. Chas. M. Doolittle, stonecutter, of Dundas, Ont. On March 16, Mr. G. M. Murray, secretary of the Canadian Manufacturers' Association. On April 6, Messrs. John H. Lauer, secretary-treasurer of the Montreal Builders' Exchange, and of the General Association of Builders of Canada; Edward T. Nesbitt, president of the Canadian National Association of Builders and of the Builders' Exchange of Quebec; and John Tweed, of Toronto, General Organizer for the United Brotherhood of Carpenters and Joiners in Ontario. On April 13, Messrs. Wm. Watkins, of Springhill, N.S., a member of the United Mine Workers of America; Jos. Ainey, a member of the United Brotherhood of Carpenters and Joiners of America; and Edward J. Stephenson, of Winnipeg, a member of the International Typographical Union. On April 20, Messrs. Patrick M. Draper, of Ottawa, Secretary-Treasurer of the Trades and Labour Congress of Canada; and Gustave Franco, of Montreal, First Vice-President of the Trades and Labour Congress of Canada; and on April 28, Professor O. Skelton, of Queen's University, Kingston; and Mr. Thomas Robb, of Montreal, representing the Shipping Federation of Canada.

The fourth report of the special committee, which was presented to the House of Commons on May 3, is as follows:—

Your Committee, since its appointment on the 9th day of December, 1909, has held nineteen meetings, all of which were open to the public, and heard a large number of witnesses, representing interests specially affected by the proposed legislation. The Dominion Trades and Labour Congress and the Canadian Manufacturers' Association were represented by their respective secretaries, each of whom presented the views of the members of these bodies in carefully prepared and comprehensive memorials. The views of the Shipping Federation of Canada were given by its secretary. Individual employers of labour and leading trade union officials representing special industries and trades in different parts of Canada, gave testimony from the point of view of labour and capital respectively, whilst information of an official nature as well as expressions of opinion, were obtained from the Fair Wages Officers of the Department of Labour, Ottawa, the Secretary of the Ontario Bureau of Labour, Toronto, and the Chief Factory Inspector of the Province of Quebec. An exhaustive analysis of the nature and administration of the legislation of other countries respecting the hours of labour on public works was given by Professor Skelton, of Queen's University.

2. In addition to the evidence of witnesses, the Committee obtained by correspondence, in reply to 3,600 communications sent out, expressions of opinion from 721 different persons. Of the replies received, approximately 80 per cent contain valuable suggestions and arguments respecting the Bill. Of these replies, 304 were from officers of labour unions; 302 from manufacturers, including the Employers' Association of Toronto; 65 from Farmers' Institutes and the Dominion Grange; 39 from Boards of Trades; and 11 from transportation companies, including the Marine Association.

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3. The evidence taken, together with the proceedings of the Committee, but not including communications sent or received, covers some 400 pages of printed matter.

4. Owing to the number of persons who expressed a desire to give testimony, the Committee has been obliged to continue its sittings for the taking of evidence up to the present time, but notwithstanding, has been unable to hear all persons who have asked to be allowed to give testimony. Owing to the volume of evidence taken, the Committee has not had opportunity of giving to the evidence and the large number of communications which have been received, the careful consideration which their importance demands. The Committee think that the communications should be carefully classified, and together with the evidence, duly printed, and rendered available for distribution, in order that the members of the House of Commons and of the Senate, and those who may be especially interested in or affected by the proposed legislation, may have an opportunity of becoming fully informed on the many important bearings of the proposed measure.

5. The Committee, therefore, recommends that the Clerk of the Committee be directed to classify the correspondence which has been received, and prepare an index in detail of the evidence and correspondence; also that Rule 72 of the House be suspended and that the reports of Committee, the proceedings, evidence and communications be printed in one volume available for distribution, to the number of 5,000 copies in English and 1,000 copies in French.

6. The Committee also recommends that the reports, proceedings, evidence and correspondence be printed as an appendix to the Journals.



### VIII.—FAIR WAGES ON PUBLIC CONTRACT WORK.

During the past year the Department of Labour, which is entrusted with the administration and enforcement of what is commonly known as the Fair Wages Policy of the Dominion Government, prepared and furnished to various Departments 148 Fair Wages Schedules for insertion in public contracts, and for use also in certain instances, in connection with public works to be executed by day labour. The rates of wages fixed in these Schedules are based on the current rates of the particular localities in which the work is to be done, and where there is no such current rate on what might be regarded as a fair and reasonable rate, due regard being had to the cost of living in the localities in question.

The work of this branch of the Department of Labour has grown out of the adoption by the House of Commons, in the session of 1900, of a Fair Wages Resolution in the following terms:—

“MR. MULOCK:—That it be resolved that all Government contracts should contain such conditions as will prevent abuses, which may arise from the sub-letting of contracts, and that every effort should be made to secure the payment of such wages as are generally accepted as current in each trade for competent workmen in the district where the work is carried out, and that this House cordially concurs in such policy and deems it the duty of the Government to take immediate steps to give effect thereto.

“It is hereby declared that the work to which the foregoing policy shall apply includes not only work undertaken by the Government itself, but also all works aided by grant of Dominion public funds.”

Under the terms of an Order-in-Council of August 30, 1907, it is required that:

“1. Contractors shall post in a conspicuous place on the public works under construction, the schedule of wages inserted in their contracts, for the protection of the workmen employed. 2. Contractors shall keep a record of payments made to workmen in their employ, the books or documents containing such record shall be open for inspection by the Fair Wages Officers of the Government at any time it may be expedient to the Minister of Labour to have the same inspected.”

It is worthy of note that since the Fair Wages Policy has been adopted in the case of Dominion Government contracts, the Fair Wages principle has been accepted also by a number of the Provinces of Canada, and has been adopted as well by by-law in a very large number of municipalities throughout the Dominion.

The total number of Fair Wages Schedules which have been prepared since the inception of this Policy by the Dominion Government is 1,750, of which almost one-half have been for the Department of Railways and Canals, and over one-third for the Department of Public Works. The number of Fair Wages Schedules prepared in the fiscal year 1908–09 was 320, or 172 more than for the past year. In addition to the enforcement of this Policy in respect of public works Fair Wages conditions have been inserted during the past year in a large number of contracts for Departmental supplies. In the case of the Post Office Department the amount of supplies furnished under Fair Wages conditions was \$140,257.51.

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In addition to the work which has been involved in the preparation of these Fair Wages Schedules, the Fair Wages Officers have been employed in a number of instances to conduct inquiries into cases in which complaint was made that the Fair Wages Schedules were not being lived up to by individual contractors. In the course of the year many requests have been received by the Department of Labour for information respecting the prevailing rates of wages and hours of labour in different parts of Canada, and an endeavour has been made, as far as possible, to satisfy all such requests, the tables compiled by the Fair Wages Officers being indeed in frequent demand for such purposes.

During the Parliamentary session the Fair Wages Officers were called as witnesses before a Special Committee of the House of Commons, which was appointed to consider Bill No. 21:—An Act respecting the Hours of Labour on Public Works, and were examined at considerable length by the members of the Committee on the subject of hours of labour in Canada and elsewhere. Tables were also specially prepared by the Fair Wages Officers for this Committee and filed as exhibits, showing the hours of labour in various trades throughout Canada.

The following tables show the number of Schedules arranged by Provinces, prepared by the Fair Wages Officers during the fiscal year 1909-10, also the number of Schedules, arranged by years, prepared since the establishment of the Department:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A.R., No. 10.

STATISTICAL TABLE SHOWING BY PROVINCES THE "FAIR WAGES" SCHEDULES PREPARED BY THE DEPARTMENT OF LABOUR FOR DEPARTMENTS OF THE GOVERNMENT DURING THE FINANCIAL YEAR ENDING MARCH 31, 1910.

Department of Government.	Nova Scotia.	New Brunswick.	P. E. Island.	Quebec.	Ontario.	Manitoba.	Saskatchewan and Alberta.	British Columbia.	Yukon.	Total.
Public Works.....	4	5	4	19	7	2	2	.....	.....	43
Railways and Canals.....	9	21	1	30	17	.....	.....	1	.....	79
Marine and Fisheries.....	3	5	.....	2	3	.....	.....	1	.....	14
Militia and Defence.....	1	1	.....	2	8	.....	.....	1	.....	12
Total.....	17	32	5	53	25	2	2	2	.....	148

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A.R., No. 11.

STATISTICAL TABLE OF "FAIR WAGES" SCHEDULES PREPARED BY YEAR BY THE DEPARTMENT OF LABOUR FOR DEPARTMENTS OF THE GOVERNMENT DURING THE PERIOD JULY 1900, TO MARCH 1910, INCLUSIVE.

Department of	1900-1	1901-2	1902-3	1903-4	1904-5	1905-6	1906-7	1907-8	1908-9	1909-10	Grand total.
Public Works.....	63	13	11	116	72	41	53	95	125	43	632
Railways and Canals.....	.....	1	50	89	153	95	84	93	163	79	759
Marine and Fisheries.....	.....	17	12	18	21	8	10	23	18	14	141
Other Departments.....	.....	.....	.....	.....	2	3	3	11	14	12	45
Total.....	63	31	73	223	248	147	150	222	320	148	1,625

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 12.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF PUBLIC WORKS AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULES PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1910.

Nature of Work.	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of <i>Labour Gazette</i> in which Fair Wages schedule was published.	Vol. Page.	
						\$	cts.
Cribwork wharf.....	Newcastle, N.B.....	April 2.....	Contract not let.....	47,711 00	Not published.		
Post Office Building.....	Quebec, Que.....	May 21.....	Feb. 6, 1909.....	9,895 00	X		504
Pile and cribwork wharf.....	Leonardville, N.B.....	June 26.....	Sept. 13, 1909.....	55,490 00	X		503
Work shops for Penitentiary.....	Prince Albert, Sask.....	June 28.....	Sept. 7, 1909.....	48,000 00	X		252
Heating System for Victoria Museum.....	Ottawa, Ont.....	June 11.....	July 12, 1909.....	17,600 00	Not published.		
Extension to wharf.....	" ".....	" 11.....	Nov. 11, 1909.....	4,863 00	X		586
Heating apparatus in Public Building.....	Moncton, N.B.....	July 24.....	Oct. 6, 1909.....	3,727 00	X		715
Heating apparatus in Examining Warehouse.....	Halifax, N.S.....	July 30.....	Nov. 8, 1909.....	273,985 00	XI		104
Alterations to Examining Warehouse.....	Montreal, Que.....	Aug. 16.....	April 29, 1910.....	31,747 00	Not published.		
Landing Pier.....	Gaspé Basin, Que.....	Aug. 23.....	Sept. 7, 1909.....	8,450 00	X		922
Building for Royal Mint.....	Ottawa, Ont.....	" 30.....	Jan. 4, 1909.....	1,185 00	Not published.		
Armoury Building.....	Rimouski, Que.....	" 30.....	Nov. 4, 1909.....	13,400 00	Not published.		
Concrete Ice Breaker.....	St. Leger, Que.....	" 30.....	July 13, 1909.....	7,777 50	X		923
Testing Plant for Mines Branch.....	Ottawa, Ont.....	Sept. 30.....	Jan. 28, 1910.....	4,863 00	Not published.		
Alterations to Public Building.....	Lethbridge, Alta.....	Nov. 3.....	Oct. 6, 1909.....	41,000 00	X		1,041
Heating apparatus in Public Building.....	Halifax, N.S.....	" 19.....	Jan. 21, 1910.....	16,890 00	X		923
Alterations to Post Office Building.....	Winnipeg, Man.....	" 30.....	Contract not let.....	42,785 10	X		922
Addition to Post Office Building.....	St. Henri, Montreal, Que.....	" 19.....	Jan. 21, 1910.....	14,895 00	X		1,181
Alterations to Post Office Building.....	St. Louis, Mile End, Que.....	" 23.....	Jan. 10, 1910.....	27,393 00	XI		105
Addition to Post Office Building.....	Cumming's Cove, N.B.....	" 4.....	March 24, 1910.....				
Wharf.....	Toronto, Ont.....	Dec. 31.....	May 17, 1910.....				
Piers and abutments for Highway Bridge.....	Chapeau, Que.....						
Restoration of Ordnance Stores' Building.....	Ottawa, Ont.....	1910					
Addition to Eastern Departmental Buildings.....	Ottawa, Ont.....	Jan. 21.....	No action taken.....	14,960 00	X		1,323
Pile Protection Pier.....	Winnipeg Beach, Man.....	Feb. 28.....	April 13, 1910.....				
Cribwork wharf and approach.....	Ladougas, Que.....	Feb. 10.....	No action taken.....				







Freight Shed	2.	1, 1909	800 00
Bags, Coal and Oil Building	"	2. Work done by day	
Addition to Freight Shed and hot water heating	"	2. Not carried out	
Addition to Freight Shed and hot water heating	"	2. Oct. 29, 1909	775 00
Line of Railway	"	2. Aug. 4, 1909	785 00
Combined Station, Dwelling, Freight and Baggage Room	"	10. July 7, 1909	1
Addition to Freight Shed	"	10. Oct. 5, 1909	6,365 00
Hot water heating in Station	"	17. Feb. 15, 1910	1,885 00
Additional freight accommodation	"	17. Aug. 10, 1909	660 00
Steel Highway Bridge	"	26. Nov. 17, 1909	590 00
Abutments and approaches to Bridge	July	12. July 22, 1909	1,340 00
Station Building	"	12. July 20, 1909	Schedule rates
Addition to Freight Shed Wharf	"	12. Jan. 10, 1910	2,300 00
Rebuilding North Pier, Upper Entrance	"	21. Oct. 11, 1909	2,475 00
Macadamizing Road	July	31. Sept. 18, 1909	Schedule rates
Extension of Line of Railway	Aug.	18. Sept. 23, 1909	1,439 00
Steel Highway Bridge	Aug.	16. Oct. 5, 1909	Schedule rates
Wiring of Freight Shed	Aug.	23. Dec. 7, 1909	1
Construction of New Gates	Sept.	7. Work done by day	\$7.25 per sq. foot.
Addition of Stalls to Engine House	"	25. Not carried out	Schedule rates
Extension of walls across Washout, No. 3 Bank	"	25. Nov. 10, 1909	586
Widening channel of Canal	Oct.	4. Oct. 23, 1909	715
Line of Railway	"	4. No action taken	Schedule rates
Railway Bridges (26)	"	9. Oct. 20, 1909	250,000 00
Relaying Steel plate on Dam, Rideau Canal	"	21. Nov. 4, 1909	3,990 00
New Dam on Trent Canal	"	21. Dec. 14, 1909	Schedule rates
Substructure of New Bridge	Nov.	9. Jan. 10, 1910	Schedule rates
Line of Railway	Nov.	30. Dec. 14, 1909	2
Line of Railway	Dec.	3. April 19, 1910	General clause
Steel work, Power House on Canal	"	6. Jan. 10, 1910	11,950 00
Steel Pontoon Gate Lifter	"	10. March 15, 1910	1,700 00
Station Building	"	16. Dec. 27, 1909	1,181
Line of Railway, from La Tuque to	"	24. Jan. 10, 1910	1,750 00
Buildings on Prince Edward Island Railway	1910		1
Derrick Scow for Soo Canal	Jan.	22. May 16, 1910	Schedule rates
Division of Intercolonial Railway Line	"	28. June 9, 1910	10,583 00
Removal of wreckage of old bridge	Feb.	1. Not yet signed	2,475 00
Improvement of approach to St. Gabriel Locks	"	8. April 9, 1910	45,000 00
Line of Railway in connection with Intercolonial Railway	"	8. March 23, 1910	Schedule rates
Section No. 4, Trent Canal	"	8. April 20, 1910	Schedule rates
Section No. 6, Trent Canal, Ont.	March	4. June 22, 1910	Schedule rates
Improving Upper Entrance to Lock, No. 17	"	4. May 23, 1910	Schedule rates
Station Building	"	4. June 1, 1910	Schedule rates
Beaurivage, Que.	"	9. Not yet signed	2,475 00
Lindsay, Ont.	"	29. April 6, 1910	4,600 00

\$3,200 per mile not exceeding \$6,400 per mile.

No reports received from the Department of Railways & Canals.



DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 14.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF MARINE AND FISHERIES, AND PREPARED BY THE DEPARTMENT OF LABOUR, ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULES PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1910.

Nature of Work.	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of <i>Labour Gazette</i> in which Fair Wages schedule was published.
				\$ cts.	Vol. Page.
Lifeboat House.....	Richibucto Beach, N.B.....	1909 April 10.....	April 23, 1909.....	695 00	IX 1,361
Lighthouse Tower.....	McNeill's Beach, N.S.....	" 23.....	May 17, 1909.....	780 00	X 376
Lighthouse Tower.....	St. Peter's Island, N.S.....	June 2.....	June 29, 1909.....	1,350 00	Not published.
Dwelling for Fog Alarm Engineer.....	Peck's Point, N.B.....	" 17.....	July 29, 1909.....	1,940 00	X 587
Concrete Lighthouse Tower.....	Barrington Beach, Ont.....	July 21.....	.....Work done by day labour.....	855 00	Not published.
Lifeboat House.....	Escuminac, N.B.....	Sept. 20.....	Oct. 7, 1909.....	1,750 00	X 1,324
Lifeboat House.....	Toronto Harbour, Ont.....	Oct. 4.....	Oct. 11, 1909.....	1,750 00	X 924
Fish Hatchery.....	Cowichan Lake, B.C.....	" 18.....	.....Work done by day labour.....	704 00	Not published.
Wooden Coal Shed.....	Cape Sable, N.S.....	Feb. 24.....	March 17, 1910.....	1,925 00	X 1,324
Cribwork Pier Pole Light on Magdalen Island.....	Grand Entry Harbour, Que.....	" 24.....	March 24, 1910.....	448 00	XI 106
Wooden dwelling and boat house.....	Escuminac, N.B.....	" 24.....	April 1, 1910.....	1,650 00	XI 106
Wooden Lighthouse Tower.....	Point Sapin, N.B.....	March 7.....	April 11, 1910.....		
Dwelling for lightkeeper.....	Portneuf, Saguenay Co., Que.....	" 7.....	Not yet awarded		
Lighthouse and dwelling and boathouse.....	Island No. 10, Lake Superior, Ont.....	" 22.....			

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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 15.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF MILITIA AND DEFENCE, AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED, AND WHERE FAIR WAGES SCHEDULES PUBLISHED FOR THE FINANCIAL YEAR ENDING MARCH 31, 1910.

Nature of Work.	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of <i>Labour Gazette</i> in which Fair Wages schedule was published.
				\$ cts.	Vol. Page.
Wages and hours for all trades.	Quebec, Que.	1909	Work done by day labour.		Not published.
Certain work at Rifle Range.	Rockliffe, Ont., near Ottawa, Ont.	April 2	March 22, 1910.	6,000 00	X 1,042
Certain work.	Petewawa District, Ont.	May 15	Work done by day labour.		Not published.
Conversion of Church into an Armoury.	Canning, N.S.	Nov. 30	Nov. 12, 1909.	3,727 00	X 923
Additional Targets at Rifle Range.	St. John, N.B.	Dec. 6	Jan. 12, 1910.	2,750 00	X 924
New Vehicle Shed for Ordnance Stores.	London, Ont.	Jan. 17	Jan. 28, 1910.	4,425 00	X 1,042
Work at Rifle Range.	Rockliffe, Ont., near Ottawa, Ont.	Jan. 24	Work done by day labour.		Not published.
Additional Stop Butt at Rifle Range.	Kingston, Ont.	Feb. 24	Contract not let.		Not published.
Repairs etc., at Royal Military College.	Kingston, Ont.	March 10	Day labour.		Not published.
Earth Stop Butt at Rifle Range.	Niagara-on-the Lake, Ont.	" 11	Contract not let.		Not published.
Rifle Range.	Belleville, Ont.	" 29	Contract not let.		Not published.

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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 16.

LIST OF SUPPLIES FURNISHED THE POST OFFICE DEPARTMENT BY CONTRACT OR OTHERWISE, UNDER CONDITIONS FOR THE PROTECTION OF THE LABOUR EMPLOYED, WHICH WERE APPROVED OF BY THE DEPARTMENT OF LABOUR DURING THE FINANCIAL YEAR ENDING MARCH 31, 1910.

Nature of Order.	Amount of Order.	
	\$	cts.
Making and repairing metal dating and other stamps and type, and brass crown seals.....	8,581	13
Making and repairing rubber dating and other hand stamps and type.....	925	12
Supplying stamping material, inclusive of making and repairing pads, also wooden boxes, and post marking and cancelling ink.....	9,926	17
Making and repairing post office scales.....	2,863	75
Supplying mail bags.....	26,549	50
Repairing mail bags.....	16,887	92
Repairing mail locks, and supplying mail bag fittings.....	18,267	84
Supplying portable letter boxes and repairing parcel receptacles, portable tin boxes, and railway mail clerks' tin boxes.....	12,263	67
Miscellaneous orders for making and repairing postal stores.....	660	45
Making up and supplying articles of official uniforms.....	43,331	96
Total.....	\$140,257	51

### Investigation of Complaints arising out of Conditions inserted in Government Contracts for the Protection of Labour.

During the past fiscal year the Department of Labour received from twenty-three different sources complaints arising out of alleged non-compliance with conditions inserted in public contracts for the protection of labour, eighteen of which were made the subjects of special investigations by the Fair Wages Officers of the Department. Of the five remaining, one was satisfactorily adjusted on representation to the contractor, of the facts, as communicated to the Department, three were referred to the Departments having control of the contracts for adjustment, and in one instance no action was taken on account of insufficient evidence being furnished. Thirteen of the complaints investigated affected one contract. Two other complaints which were received at the Department a few days prior to the commencement of the fiscal year were also investigated and disposed of, making a total of twenty investigations made by the Fair Wages Officers during the fiscal year ending 31st March, 1910. In every complaint received, special reference was made to the alleged non-payment of proper rates of wages. Four also referred to alleged irregularities in subletting portions of contracts and unfair treatment of workmen by sub-contractors. One alleged failure on the part of the contractor to post the Fair Wages Schedule in a conspicuous place on the works, and in another, workmen complained of being compelled to work longer hours than was stipulated in the Fair Wages Schedule.

The occupation of the work-people on whose behalf these complaints were filed were as follows: Carpenters, 16, stonecutters, 2, structural iron



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workers, locomotive engineers, builders' labourers, leather workers on horse goods, lathers, painters and workmen on railroad construction, one each.

Taking into consideration all complaints, either settled or filed, during the year, seventeen of these had to do with work carried out in the Province of Quebec, two with work in the Province of Ontario, one with work in the Province of Manitoba, one with work in the Province of Saskatchewan, and four with work in the Province of British Columbia.

Two complaints related to work being done under contract for the Department of Militia and Defence; one to work being done under contract for the Transcontinental Railway Commission; one to work being done under subsidy agreement with the Department of Railways and Canals, and the remainder to work being performed under contract for the Department of Public Works.

Of the twenty complaints investigated by the Fair Wages Officers, sixteen were reported as being well founded, and the matters in dispute were promptly adjusted, while the remaining four were reported upon adversely to complainants.

The two complaints which had not been investigated at the beginning of the fiscal year were from stonecutters in the city of Quebec. One was in connection with the contract for the Drill Shed School of Gunnery and the other with the contract for St. Roch post office building. Each set forth that the stone-cutting portion of the contracts had been sub-let, and that workmen were not being paid the rate of wages stipulated in the Fair Wages Schedule included in the contracts. Investigation by an officer of the Department showed that in the case of the contract for the Drill Shed School of Gunnery the complaint was without foundation, as stonecutters, while employed in that capacity, had been paid the proper rates of wages. In the case of the contract for St. Roch post office building it was shown that the contractor had sub-let the stone-cutting portion of his contract, and the sub-contractor in turn had let the work to a syndicate of stonecutters of St. Marc des Carriers on a piece-work basis. On representation of the facts being made to the contractors by the officer, the sub-contract was cancelled and the balance of the work executed at Quebec in accordance with the terms of the contract.

During the month of July an investigation was made by one of the Fair Wages Officers into the rates of wages paid to workmen on that portion of the Grand Trunk Pacific Railway under construction, one hundred miles easterly from Prince Rupert, B.C. A statement of the results of this inquiry is printed in Chapter VI.

A complaint from Victoria, B.C., set forth that the contractors for the immigration building at that place were not observing the labour conditions included in their contract in the following particulars: Regarding the posting of the Fair Wages Schedule, sub-letting portions of the contract and in the payment of workmen by sub-contractors. An investigation was made by one of the Fair Wages Officers, who reported that the complaint regarding the posting of the Fair Wages Schedule was not substantiated by the facts, as the schedule was kept posted in the tool-house, (to which all workmen had

access), and also in the office of the contractors, where the workmen received their wages. In regard to the other complaints it was found that the contractors were quite within their rights in sub-letting portions of the contract, but that one of the sub-contractors was not paying all the carpenters in his employ at the rate set forth on the Fair Wages Schedule for that class of labour. The sub-contractor had just commended his work at the time of the visit of the officer, and as he agreed to pay the rate stipulated in the contract, the matter was satisfactorily settled.

It was alleged that the contractors for the construction of a steel bridge across St. Andrew's Locks, on the Red River, near Winnipeg, Man., were not paying structural iron workers the rate of wages current for the district. The customary schedule of wages was not included in this contract, but in lieu thereof contained the following provisions for the protection of labour:

All mechanics, labourers or other persons who perform labour in the construction of the work hereby contracted for, shall be paid such wages as are generally accepted as current for competent workmen in the district in which the work is being performed, and if there is no current rate in such district then a fair and reasonable rate, and shall not be required to work for longer hours than those fixed by the custom of the trade in the district where the work is carried on, except for the protection of life or property, or in the case of other emergencies. In the event of a dispute arising as to what is the current or a fair and reasonable rate of wages, or what are the current hours fixed by the custom of the trade, it shall be determined by the Minister of Labour, whose decision shall be final.

These conditions shall extend and apply to moneys payable for the use or hire of horses or teams, and the persons entitled to payment for the use or hire of horses or teams shall have the like right in respect of moneys so owing to them as if such moneys were payable to them in respect of wages.

In the event of default being made in payment of any money owing in respect of wages of any mechanic, labourer or other person employed on the said work, and if a claim therefor is filed in the office of the Minister of Public Works and proof thereof satisfactory to the Minister is furnished, the Minister may pay such claim out of any moneys at any time payable by His Majesty under such contract, and the amounts so paid shall be deemed payments to the contractors.

Investigation was made by one of the Fair Wages Officers, who reported that the complaint was unfounded and recommended that no action be taken. The claim was set forth that the minimum rate of wages to which that class of labour was entitled should be 40 cents per hour. The result of the investigation showed that the rates of wages paid to structural iron workers in Winnipeg and vicinity at that time varied from 30 cents to 45 cents per hour, with the largest percentage receiving a rate of 35 cents per hour. No further action was taken.

In connection with the contract for the construction of the Montreal Post Office Annex, complaints against the contractors to the number of thirteen, alleging under-payment of workmen, were received during the year. Of the



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complaints twelve were carpenters, and one a builders' labourer. Eleven were made the subject of special investigation by one of the Fair Wages Officers and two were referred for adjustment to the Department having control of the contract. In each of the cases statutory declarations were filed in support of the claims made. The rates of wages for carpenters and builders' labourers stipulated in the Fair Wages Schedule inserted in the contract were 30 cents and 22½ cents per hour respectively. It was admitted by the contractors that the complaining carpenters had been paid at the rate of 25 cents per hour and the builders' labourer at the rate of 20 cents per hour. The reports of the officer recommended in each case that payment be made to complainants of the difference between what they had received and what they should have received had payment been made in accordance with the terms of the contract, being in the case of carpenters, five cents per hour, and in the case of builders' labourers two and one-half cents per hour. As a result of these investigations the contractors were required to pay the following amounts to the individual complainants: On 1,649½ hours' work, at 5 cents per hour, \$82.47; on 1,255½ hours' work, at 5 cents per hour, \$62.77; on 1,395 hours' work, at 5 cents per hour, \$69.75; on 1,431½ hours' work, at 5 cents per hour, \$71.57; on 456 hours' work, at 21½ cents per hour, \$11.39; on 1,130 hours' work, at 5 cents per hour, \$56.50; on 937½ hours' work, at 5 cents per hour, \$46.85; on 857½ hours' work, at 5 cents per hour, \$42.88; on 240½ hours' work, at 5 cents per hour, \$12.03; on 409 hours' work, at 5 cents per hour, \$20.45; on 354 hours' work, at 5 cents per hour, \$12.70; being a total of \$489.36.

An investigation was made into the complaint forwarded to the Department by certain carpenters against the contractors for the Post Office building at Welland, Ont., but as the complainants failed to come forward and make good their claims, it was impossible to proceed with the investigation. The workmen employed on the building had no complaint to make, and as the complainants failed to produce sufficient evidence to warrant further investigation the officer recommended that no further action be taken.

Two complaints were received from Fernie, B.C., alleging that the contractors for the construction of the Post Office building at that place (1) were paying lathers at a rate below that which was current at Fernie, and (2) that certain painting was being executed under unfair conditions. In the case of the lathers a settlement satisfactory to complainants was effected on representation of the facts as communicated to the Department being made known to the contractors. The complainant on behalf of the painters was requested to provide the Department with further information regarding the complaint, but as none was received, no action was taken.

Complaint was made on behalf of certain locomotive engineers employed by the contractors for the construction of that portion of the National Transcontinental Railway lying between Quebec Bridge and La Tuque, alleging that they were being paid at a rate below that set forth in the Fair Wages Schedule included in the contract. The complaint was referred to the National Transcontinental Railway Commission for adjustment. At the end of



the fiscal year the matter was still in the hands of the Commission, no decision having been reached.

In connection with the complaint from Regina, Sask., alleging that joiners employed by contractors for the installation of interior fittings into a public building at that place, were not being paid the rate of wages current at Regina, an investigation was made by one of the Fair Wages Officers, who reported that the complaint was well founded, and recommended "that the Department of Public Works be requested to communicate with the contractors and inform them that they must conform to the labour conditions prevailing at Regina, and pay joiners employed on this work at a rate of not less than 33 cents per hour for factory work and 35 cents per hour for the work of installation." The contractors were paying this class of labour at a flat rate of 30 cents per hour. As a basis of settlement the following offer was received from the contractors: "Upon completion of the work for the customs offices here, we will check through the time sheets and issue to each man employed on the work our check covering the difference between what we are now paying and the amount you request us to pay. As this method is quite satisfactory to our employees, we trust it will meet with your approval." The offer was accepted as being satisfactory and no further action was necessary.

A complaint filed on behalf of the International Brotherhood of Leather Workers, Local No. 162, of Ottawa, set forth in general terms "that conditions intended for the protection of labour inserted in certain contracts for leather goods awarded by the Department of Militia and Defence to contractors in Ottawa were being violated." An investigation was made by an officer of the Department, who reported "that while the wages paid to leather workers in Ottawa were low in comparison with those prevailing in other skilled trades, taken as a whole they are undoubtedly the current rates of the city, the only labour conditions imposed in the contracts being the payment of wages generally accepted as current for competent workmen in the district," and this the contractors have obeyed. No further action was taken.

A complaint from Montreal set forth that certain carpenters employed on the construction of a Militia stores building were being paid at the rate of 25 cents per hour, while it was alleged that 30 cents per hour was the prevailing rate for that place. This complaint was investigated by one of the Fair Wages Officers, who reported that there was no Fair Wages Schedule in connection with the contract. This fact was communicated to the Department having control of the contract, when the Department of Labour was requested to prepare a schedule of wages to be used in connection with the completion of the work.

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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 17.

TABLE SHOWING NATURE AND RESULTS OF INVESTIGATIONS MADE BY THE FAIR WAGES OFFICERS DURING THE FINANCIAL YEAR ENDED MARCH 31, 1910.

I.—COMPLAINTS RECEIVED PRIOR TO THE BEGINNING OF THE FISCAL YEAR 1909-10 AND INVESTIGATED DURING THE YEAR.

Complaint received.	Locality and Public Work.	Department affected.	Subject of Investigation.	Disposition.
Mar. 29, '09	Quebec, Que., Drill Shed School of Gunnery.	Public Works	That the contractors had sub-let the stone-cutting portion of the work and that stonecutters were paid at the rate of \$3.00 per day of 9 hours instead of 40c. per hour for a day of 8 hours, as required by the Fair Wages Schedule.	Complaint investigated by an officer of the Department, who reported that the complaint was unfounded.
Mar. 29, '09	Quebec, Que., St. Roch Post Office.	Public Works	That the contractors had sub-let the stone-cutting portion of the work and that the rate paid to stonecutters was \$2.25 per day, instead of 40c. per hour, as set down in the Fair Wages Schedule.	Complaint investigated by an officer of the Department, who reported that the complaint was well founded, the contractors having sub-let cutting of the stone to a syndicate of journeymen stonecutters of St. Marc des Carriers at a rate below that set forth in the Fair Wages Schedule. A settlement satisfactory to complainants was effected.

II.—COMPLAINTS RECEIVED SINCE THE BEGINNING OF THE FISCAL YEAR 1909-10, AND INVESTIGATED DURING THE YEAR.

April 3, '09	Easterly from Prince Rupert, B.C., Railway construction.	Railways & Canals.	That the rates of wages paid to common labourers and other workmen employed by contractors and sub-contractors on construction of the first hundred-mile section of the Grand Trunk Pacific Railway easterly from Prince Rupert, B.C., were less than the current rates of the District for similar classes of labour.	Complaint investigated by an officer of the Department, who reported that the rates of wages paid were fair and reasonable and should not be interfered with.
April 27, '09	Victoria, B.C., Immigration Building.	Public Works	That the Fair Wages regulations in connection with the work of erecting an immigration building at Victoria were not being observed in the following particulars: (1) That the Fair Wages Schedule was not kept posted in a conspicuous place on the works; (2) that portions of the work had been sub-let; (3) that a certain sub-contractor was paying his workmen at a rate below that set forth in the Fair Wages Schedule inserted in the contract.	Investigation was made by an officer of the Department, who reported as follows on the various complaints: (1) Fair Wages Schedules were posted in tool-house and office of contractors, to which places all workmen had access; no cause for complaint; (2) no cause for complaint; (3) this complaint was justified, but as the sub-contractor complained against had just commenced his work, he agreed to pay workmen at the rates set forth in the Fair Wages Schedule. No further action was necessary.

TABLE SHOWING NATURE AND RESULTS OF INVESTIGATION, &amp;c.—Continued.

Complaint received.	Locality and Public Work.	Department affected.	Subject of Investigation.	Disposition.
May 26, '09	St. Andrew's Lock, near Winnipeg, Man., Bridge across Red River.	Public Works	That the contractors were paying structural iron workers at a rate below that which is current for the district.	Investigation was made by an officer of the Department, who reported that the complaint was not well founded, and advised that no action be taken.
Apr. 28, '09	Montreal, Que., Post Office Annex.	Public Works	That contractors had paid complainants (2) being carpenters and joiners, at the rate of 25c. per hour, while the rate of wages set forth in the Fair Wages Schedule inserted in the contract was 30c. per hour, complainants claiming a further payment of 5c. per hour.	Referred to Department of Public Works.
June 4, '09 Sept. 17, '09 Sept. 20, '09 Dec. 12, '09 Dec. 31, '09 Mar. 24, '10	Montreal, Que., Post Office Annex.	Public Works	That contractors had paid complainants, (10) being carpenters and joiners, at the rate of 25c. per hour, while the rate set forth in the Fair Wages Schedule inserted in the contract was 30c. per hour, complainants claiming a further payment of 5c. per hour.	These complaints were severally investigated by an officer of the Department, who reported that they were well founded, and recommended payment in each case of the difference (being 5c. an hour) between what they had received and what they should have received had payment been made in accordance with the terms of the Fair Wages Schedule inserted in the contract.
Sept. 15, '09	Montreal, Que., Post Office Annex.	Public Works	That contractors had paid complainant, being a builders' labourer, at a rate below that set forth in the Fair Wages Schedule inserted in the contract. A claim for overtime was also made.	Investigation was made by an officer of the Department, who reported that complaint was well founded, and recommended payment of the difference between what he had received and what he should have received had payment been made in accordance with the terms of the Fair Wages Schedule.
July 7, '09	Welland, Ont., Post Office Building	Public Works	That contractors were paying carpenters at a rate below that set forth in the Fair Wages Schedule included in the contract.	Investigation was made by an officer of the Department, who reported that complainants had failed to substantiate the complaint, and recommended that no further action be taken.
July 23, '09	Fernie, B.C., Post Office Building.	Public Works	That contractors were paying lather at a rate below that which is current at Fernie.	Settlement satisfactory to complainants effected.
July 31, '09	Fernie, B.C., Post Office Building.	Public Works	That the painting was being executed under unfair conditions.	Complainant requested to furnish the Department with more detailed information. No further action taken.



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Aug. 19, '09	Transcontinental Railroad Construction.	Transcontinental Railroad Commission.	That contractors for the construction of that portion of the National Transcontinental Railway between Quebec Bridge and La Tuque were paying locomotive engineers at a rate below that set forth in the Fair Wages Schedule inserted in the contract.	Referred to Transcontinental Railway Commission.
Sept. 25, '09	Regina, Sask., Interior fittings in public building for customs service.	Public Works	That joiners employed by contractors were being paid at a rate below that which is current at Regina.	Investigation was made by an officer of the Department, who reported that the complaint was well founded, and recommended that the contractors be required to pay the rates current in the district.
Nov. 9, '09	Ottawa, Ont., Militia Supplies.	Militia and Defence.	That conditions intended for the protection of labour inserted in contracts for leather goods, awarded by the Department of Militia and Defence to certain firms in Ottawa were being violated.	Investigation was made by an officer of the Department, who reported that the contractors had not violated the terms of their contracts.
Nov. 19, '09	Montreal, Que., Militia Stores Building.	Militia and Defence.	That carpenters were not being paid the rate of wages current at Montreal.	Investigation was made by an officer of the Department, who reported that there was no Fair Wages Schedule included in the contract. Referred to Department of Militia and Defence.

## IX.—STRIKES AND LOCKOUTS IN CANADA DURING 1909, WITH COMPARATIVE STATISTICS FOR THE YEARS 1901 TO 1909, INCLUSIVE.

While the actual number of strikes and lockouts in existence in Canada during the calendar year 1909 was the same as in the previous year and less than in any other year since 1901, and while there was a great decrease in the number of employees involved, there was an increase of nearly 70,000 days in the number of working days lost as compared with 1908. This was due to two prolonged strikes of coal miners in Nova Scotia, which together caused a loss of about 500,000 days. The total number of disputes in each of the years 1908 and 1909 was 69, compared with 104 in 1901, 123 in 1902, 160 in 1903, 103 in 1904, 87 in 1905, 139 in 1906 and 151 in 1907.

Only three strikes of serious consequence in an industrial sense took place during the year, in all of which coal miners were involved. One of these disputes occurred at various points in the Provinces of Alberta and British Columbia, another at Glace Bay, N.S., and the third at Springhill, N.S.; a strike of importance for other reasons was that of Canadian Pacific Railway longshoremens at Fort William, which is fully dealt with in the portion of this report devoted to special inquiries conducted during the year.

On April 1, about 2,100 men employed in the mines operated by members of the Western Coal Operators' Association in Alberta and British Columbia stopped work, on account of their failure to reach a new agreement with their employers as to working conditions. On May 3, an application on behalf of the employees was received at the Department for the establishment of a Board of Conciliation and Investigation, and the Board was appointed on May 15. A month after the report of the Board was made, on June 30, an agreement was signed by representatives of both parties, following closely the findings of the Board, and work was resumed. This dispute affected the mines at Hosmer, Coleman, Lille, Lethbridge, Bankhead, Hillcrest, Bellevue, Passburg, Canmore, Taber and Frank, and caused the closing down of the British Columbia Copper Company's smelter and mines at Greenwood, B.C.

On July 6, a strike took place at Glace Bay, N.S., on account of the refusal of the Dominion Coal Company to recognize the United Mine Workers of America. About 2,500 men were reported by the Company to have stopped work, but a number of these, who were not in sympathy with the strike, subsequently returned, and some of the strikers sought work elsewhere. The Company continued to operate its mines with a diminished staff, and gradually filled the places of the strikers. Before the end of the year the output of coal was again normal.

On August 10, a strike of 1,700 employees of the Cumberland Railway and Coal Company took place at Springhill, N.S., after their failure to adjust their differences with the Company through a Board of Conciliation and Investigation, which presented its report on July 23. The principal cause of the dispute was the refusal of the Company to recognize the United Mine Workers of America, but the employees also wanted certain changes in the conditions of their employment with regard to the determination of the standard weight of a box of

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coal, the schedule of prices, and the docking system. The mines were closed on account of this dispute until the end of the year, and there were also thrown out of work many of the Company's railway employees, the crews of one tug and seven barges, and a number of wharf hands and trimmers.

## MAGNITUDE OF DISPUTES.

Out of 68 disputes which began in 1909, 4 involved 1,000 or more employees, and 7 involved from 500 to 1,000. Thirty-five disputes, over one-half of the total number, affected less than 100 employees each. The total number of employees involved in trade disputes which began in 1909 was approximately 17,302, compared with 26,250 in 1908 and 34,972 in 1909.

## LOSS OF TIME IN WORKING DAYS.

The loss of time to employees through trade disputes in 1909 was approximately 872,000 working days, compared with a loss of about 718,443 days in 1908, and 613,936 in 1907. These estimates, however, are approximations only, it being impossible to determine the loss with absolute accuracy, through lack of definite information in a number of cases. In some cases, the strikers return to work by degrees, a few at a time, and in other cases their places are gradually filled, while the ranks of the strikers are gradually diminished as they obtain other employment individually. Under such circumstances only a rough estimate can be arrived at after taking into consideration all the facts at the disposal of the Department, and an allowance of about 6 per cent for error would have to be made.

## TRADES AFFECTED BY THE DISPUTES.

Out of 68 disputes which began in 1909, there were 13 in the building trades and 10 in the mining industry and in the clothing trades. There were 9 strikes of unskilled labourers, and 7 strikes in various transportation industries. There were no strikes or lockouts affecting agriculture or printing and bookbinding.

## RESULTS OF DISPUTES CLASSIFIED ACCORDING TO THEIR CAUSES.

A comparison of the results of the trade disputes in relation to their causes shows that out of thirty that arose solely from a demand for higher wages, the employers were successful in fifteen, and the employees in four, although they were partially successful in two others. Compromises were effected in seven of these disputes.

The tables and charts printed herewith give particulars of the strikes and lockouts of 1909, so far as they could be obtained, with comparative statistics for the years from 1901 to 1909, inclusive.

The following table contains a list of all the strikes and lockouts which took place in Canada during the year 1909, arranged according to industries and trades, showing in each dispute the occupation of the workpeople concerned, the locality in which the dispute occurred, the principal cause of the dispute, the method of settlement and the result, the dates of commencement and termination, the approximate number of establishments and employees affected, and the approximate loss of time in working days.

<sup>1</sup> A fuller account of these disputes is given in Chapter VI of this Report.



DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLE, SERIES X. A, R., No. 18.

CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1909.

Occupation.	Locality.	Alleged Cause or Object.	Method of Settlement.	Result.	Date of Commencement.	Date of Termination.	No. of establishments affected.	Approximate No. of employees affected.	Approximate loss of time in working days.
FISHING. Lobster fishermen.....	Gabarus and Maindieu, C.B.	Against a reduction of \$1.50 per case of lobsters.	Fishermen packed their own lobsters.	Indefinite.....	May 17	June 10	4	300	6,300
Halibut fishermen.....	Vancouver.....	Against employment of non-unionists.	Strike declared off, places of strikers were filled.	In favour of employers.	June 21	July 1	1	72	648
LUMBERING. Lumber mill hands.....	New Westminster, B.C.	Strikers alleged overseer had not paid them their wages.	Particulars not reported.....	Particulars not reported.	Feb. 22	Mar. 1	1	100	1,400
Planing mill hands.....	Etchemin, Que.....	Against reduction in wages.....	Particulars not reported.....	Particulars not reported.	Aug. 2	Aug. 1	1	200	5,200
MINING. Coal miners.....	Port Hood, N.S.....	For increase in wages.....	Negotiations between parties concerned.	Particulars not reported.	Mar. 23	Apr. 12	1	300	5,100
Coal miners.....	Hosmer, Coleman, Lille, Lethbridge, Bankhead, Hillcrest, Bellevue, Passburg, Taber, Cannors, Frank, Alta.....	For changes in general conditions of labour.	Conciliation under I.D.I. Act, 1907	A compromise.....	April 1	June 30	11	2,500	161,700
Coal miners.....	Middleboro, B.C.....	Against discharge of employees	Places of strikers were filled.....	In favour of employers.	April 28	June 1	1	150	6,450
Asbestos miners.....	Theftford Mines, Que.	Against terms on which a system of collective accident insurance was introduced.	Negotiations between parties concerned.	Work resumed on promise of Company to discuss objections to scheme after a two weeks' trial.	April 26	May 5	1	140	1,120
Coal miners.....	Taber, Alta.....	For change in wages and conditions of labour.	Negotiations between parties concerned.	A compromise.....	April 23	Aug. 2	1	300	25,800
Coal miners.....	Westville, N.S.....	For increase in wages.....	Work resumed without negotiations.	In favour of employers.	May 5	June 4	1	712	9,412
Coal miners.....	Glace Bay, N.S.....	For recognition of union.....	No settlement at end of year.....	No settlement at end of year.	July 6	.....	1	2,500	283,700

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Coal miners.....	For recognition of union.....	Work resumed.....	In favour of employers, July 9 July	1, £418 8, 450
Coal miners.....	For increase in wages and against conditions of employment.	No settlement at end of year.....	No settlement at end Aug. 10.....	1, 1,700 209,100
Coal miners.....	Against discharge of employees.	Conciliation under I.D.I. Act.....	In favour of employees Nov. 25 Nov. 30	1 25 375
<b>BUILDING TRADES.</b>				
Stonecutters.....	Against reduction in wages.....	Places of strikers were filled.....	In favour of employers, Jan. 18 Jan. 22	2 30 150
Painters.....	For increase in wages.....	Negotiations between parties concerned.	In favour of employees Apr. 3 April 7	22 260 1,040
Builders' labourers.....	For increase in wages.....	Arbitration.....	In favour of employees May 22 May 26	1 162 486
Electrical workers.....	Against employment of non-unionists.	Strikers established a co-operative shop.	Indefinite..... May 17 May —	4 25 300
Bricklayers, masons and plasterers.....	For increase in wages.....	Negotiations between parties concerned.	A compromise..... June 3 June 18	75 325 4,550
Carpenters, plumbers, steamfitters and lathers.....	For increase in wages.....	Negotiations between parties concerned.	A compromise..... June 8 Aug. 8	101 400 21 200
Plumbers.....	For increase in wages.....	Negotiations between parties concerned.	A compromise..... June 3 July 16	20 30 390
Painters.....	Against employment of non-unionist.	Non-unionist joined union.....	Employer not involved Aug. 16 Aug. 17	1 7 7
Carpenters.....	For increase in wages and other changes.	Negotiations between parties concerned.	In favour of employees Aug. 25 Oct. 14	51 1,200 12,125
Electrical workers.....	Failure to reach terms of new agreement.	Negotiations between parties concerned.	A compromise..... Aug. 14 5 ct. 14	8 100 6,100
Bricklayers and masons.....	For increase in wages.....	Negotiations between parties concerned.	In favour of employees Sep. 1 Sept. 8	1 20 20
Painters.....	Against employment of a non-unionist.	Negotiations between parties concerned.	In favour of employees Sep. 27 Dec. 2	1 8 576
Plumbers.....	Refusal of a member of union to pay a fine.	Fine was paid and work resumed.	Employer not directly involved. Nov. 13 Dec. 13	1 13 156
<b>METAL TRADES.</b>				
Bridge and structural steel workers.....	Against increase in hours and for higher wages.	Negotiations between parties concerned.	A compromise..... Feb. 16 Feb. 25	1 55 495
Iron moulders.....	For increase in wages.....	Negotiations between parties concerned.	In favour of employees, Feb. 21 Mar. 10	1 14 168
Iron moulders.....	Against a reduction in wages.....	Places of strikers were filled.....	In favour of employees, Feb. 22 June —	4 170 12,700
Boilermakers, blacksmiths and steamfitters.....	Against new method of payment of wages.	Negotiations between parties concerned.	A compromise..... July 1 July 27	1 160 3,520
Sheet metal workers.....	For increase in wages.....	Negotiations between parties concerned.	A compromise..... July 28 Oct. 18	10 100 7,000
<b>WOODWORKING AND FURNISHING TRADES.</b>				
Woodworkers.....	Against increase in hours.....	Negotiations between parties concerned.	In favour of employees Jan. 25 Jan. 27	1 20 40
Coopers.....	For recognition of union.....	Particulars not received.....	Particulars not received. Oct. 11 Dec. 16	8 16 704

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CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1909.—Continued.

Occupation.	Locality.	Alleged Cause or Object.	Method of Settlement.	Result.	Date of Commencement.	Date of Termination.	No. of establishments affected.	Approximate No. of employees affected.	Approximate loss of time in working days.
<b>TEXTILE TRADES.</b>									
Cotton mill hands.....	Magog, Que.....	For increase in wages and against alleged discrimination against members of union.	Work resumed without negotiations.	In favour of employers	May 3	May	1	908	32,700
Carpet weavers.....	Guelph, Ont.....	For higher wages for overtime and against conditions of employment.	No settlement at end of year..... of year.	No settlement at end of year.	Dec. 11	.....	1	40	680
<b>CLOTHING TRADES.</b>									
Tailors.....	Montreal, Que.....	Against employment of a non-unionist	Places of strikers were filled.....	In favour of employers.	Dec. 1908	25 Jan.	1	30	150
Cap workers.....	Toronto, Ont.....	For "closed shop" and recognition of union.	Work resumed without negotiations.	In favour of employers.	Jan. 5	Feb. 29	1	33	1,353
Shoe workers.....	Quebec, Que.....	Against employment of a particular person.	Work resumed.....	In favour of employees.	Mar. 1	Mar.	1	179	1,253
Garment workers.....	Winnipeg, Man.....	Against "open shop" policy.....	Places of strikers were filled.....	In favour of employers.	April 12	April	2	123	2,090
Garment workers.....	Stratford, Ont.....	Refusal of employer to sign an agreement.	Places of strikers were filled.....	In favour of employer.	Jan. 28	Aug.	1	30	900
Cloakmakers.....	Montreal, Que.....	For increase in wages.....	Negotiations between parties concerned.	A compromise.....	July 22	Aug. 14	2	108	2,160
Boot and shoe workers	Fredericton, N.B.	Against discharge of employees	Particulars not reported.	Particulars not reported.	July 29	Oct.	1	45	2,475
Garment workers.....	Ottawa, Ont.....	For increase in wages.....	Places of strikers were filled.....	In favour of employer.	Aug. 24	Sept. 23	1	6	156
Garment workers.....	Montreal, Que.....	Against employment of a non-unionist.	Places of strikers were filled.....	In favour of employer.	Oct. 14	Oct. 18	1	130	520
Tailors.....	Vancouver, B.C.....	For increase in wages.....	Negotiations between parties concerned.	Strikers partially successful.	Oct. 4	Dec. 3	2	45	1,430
Glove makers.....	Acton, Ont.....	Dispute with foreman, followed by demand for increase in wages.	Negotiations between parties concerned.	In favour of employees	Nov. 15	Nov. 22	1	7	51
<b>FOOD AND TOBACCO PREPARATION.</b>									
Cigar makers.....	Winnipeg, Man.....	For increase in wages.....	Places of strikers were filled.....	In favour of employer.	June 18	June	1	10	60
Jewish bakers.....	Montreal, Que.....	For shorter hours and changes in conditions of labour.	Negotiations between parties concerned.	Strikers partially successful.	July 23	Sept.	4	65	3,835



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LEATHER TRADES.	Victoria, B.C.	For increase in wages and shorter hours.	Partly by negotiations.	Strikers partially successful.	May 3 July	9	407
Harness makers	Ottawa, Ont.	For increase in wages.	No settlement at end of year.	No settlement at end of year.	14	72	4,824
Leather workers							
TRANSPORT.							
Longshoremen	Vancouver, B.C.	For increase in wages.	Work resumed, no negotiations.	In favour of employer.	29 April	1	225
Teamsters	Ottawa, Ont.	For increase in wages.	Places of the strikers were filled.	In favour of employer.	31 June	1	40
Teamsters	Laprairie, Que.	For increase in wages.	Work resumed without negotiations.	In favour of employer.	8 May	1	50
Longshoremen	Owen Sound, Ont.	For increase in wages and fortnightly instead of monthly payment of wages.	Dispute referred to Board under I. D. I. Act.	A compromise.	7 May	1	250
Longshoremen	Hamilton, Ont.	For increase in wages.	Strikers sought work elsewhere.	In favour of employer.	6 July	1	40
Freight handlers	Fort William, Ont.	For increase in wages and abolition of bonus system.	Dispute referred to Board under I. D. I. Act.	A compromise.	9 Aug.	1	700
Teamsters	Toronto, Ont.	Against reduction in wages.	Negotiations between parties concerned.	In favour of employees.	6 Aug.	11	200
UNSKILLED LABOUR.							
Labourers	Toronto, Ont.	For increase in wages.	Places of strikers were filled.	In favour of employer.	4 May	1	50
Tunnel workers	Windsor, Ont.	For increase in wages.	Negotiations between parties concerned.	A compromise.	2 April	1	550
Labourers	Ottawa, Ont.	For increase in wages.	Places of strikers were filled.	In favour of employer.	4 June	1	100
Labourers	Hamilton, Ont.	For increase in wages.	Negotiations between parties concerned.	A compromise.	2 June	1	250
Tunnel workers	Windsor, Ont.	For increase in wages.	Places of strikers were filled.	In favour of employer.	1 June	1	200
Labourers	Woodstock, Ont.	For increase in wages.	Negotiations between parties concerned.	In favour of employer.	7 July	1	28
Labourers	Quebec, Que.	For increase in wages.	Negotiations between parties concerned.	Strikers partially successful.	6 July	1	35
Labourers	Brantford, Ont.	For increase in wages.	Work resumed without negotiations.	In favour of employer.	4 Aug.	1	30
Labourers	Sandwich, Ont.	For shorter hours.	Places of strikers were filled.	In favour of employer.	18 Aug.	1	50
MISCELLANEOUS TRADES.							
Chainmen	Prince Rupert, B.C.	Against reduction in wages.	Particulars not reported.	Particulars not reported.	1 Mar.	1	93
Glass grinders and bevellers.	Toronto, Ont.	For increase in wages.	Places of strikers were filled.	In favour of employer.	14 May	1	19

## LOCALITIES AFFECTED BY TRADE DISPUTES.

Twenty-six strikes and lockouts were reported to have occurred in the Province of Ontario during 1909, and twelve in the Province of Quebec. Eight took place in the Province of British Columbia, and six in each of the Provinces of Nova Scotia, Manitoba, and Alberta.

## CAUSES OF DISPUTES.

Of the sixty-eight strikes and lockouts which began in 1909, thirty-two arose from demands for higher wages. The question of wages also entered into twelve other disputes. Five disputes arose from reductions in wages, compared with fourteen in the previous year. Principles of trade-unionism entered into eleven disputes. Only four strikes and lockouts concerned hours of labour. No sympathetic strikes were reported.

## METHODS OF SETTLEMENT.

Of the sixty-nine disputes in existence during 1909, twenty-one were settled through negotiations between the parties concerned, compared with fourteen in 1908, one strike was settled by arbitration and four by conciliation. In twenty cases the places of strikers were filled, and in eight, work was resumed without negotiations.

## RESULTS OF DISPUTES.

Of the sixty-nine disputes in existence during 1909, twenty-six ended in favour of the employers and ten in favour of the employees, while a compromise was reached in fifteen disputes, and the employees were partially successful in four disputes, some of their number having been granted their demands.

## NUMBER AND MAGNITUDE OF TRADE DISPUTES.

The following table illustrates by months the number and magnitude of trade disputes which began during the year 1909.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLE, SERIES X. A. R. No. 19.

TABLE SHOWING MAGNITUDE OF TRADE DISPUTES IN CANADA DURING THE CALENDAR YEAR 1909, CLASSIFIED BY MONTHS ACCORDING TO NUMBER OF EMPLOYEES INVOLVED.

Magnitude.	Number of Disputes.												Total.
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
2,000 and over				1			1						2
1,000 to 2,000								2					2
500 to 1,000				1	2	2	1	1					7
300 to 500			1	1	1	2							5
200 to 300			1	1	1			2					5
100 to 200		1	2	3	1	1	2	1		1			12
50 to 100	1	1			2	1	1	1		2	1		10
25 to 50	2				2		6	1				1	12
6 to 25	1	1			2	2		2	2	1	2		13
Total.....	4	3	4	7	11	8	11	10	2	4	3	1	68

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Chart No. 1, following page 198 shows the variations from month to month in the number of employees involved in trade disputes during each year from 1905 to 1909, inclusive.

The following table shows the magnitude of trade disputes which occurred in Canada during the past nine years, according to the number of work-people involved.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES X. A. R., No. 20

TABLE SHOWING MAGNITUDE OF TRADE DISPUTES IN CANADA ACCORDING TO NUMBER OF EMPLOYEES INVOLVED DURING THE YEARS 1901, 1902, 1903, 1904, 1905, 1906, 1907, 1908 and 1909

Magnitude.	Year.									Total.
	1901	1902	1903	1904	1905	1906	1907	1908	1909	
2,000 and over	3	.....	5	2	.....	1	3	2	2	18
1,000 to 2,000	3	2	5	3	4	4	10	2	2	35
500 to 1,000	5	1	10	2	5	6	7	4	7	47
300 to 500	5	8	9	9	4	6	9	9	6	65
200 to 300	4	7	18	2	4	15	7	6	4	67
100 to 200	4	15	23	10	15	14	18	7	12	118
50 to 100	14	21	19	15	17	29	28	12	10	165
25 to 50	24	28	34	23	17	32	28	7	12	205
6 to 25	31	37	36	35	21	30	31	16	13	250
Unknown.....	11	4	1	2	.....	1	5	1	.....	25
Total ....	104	123	160	103	87	138	146	66	68	995

The following table shows the approximate number of employees affected by trade disputes during 1909, according to the month in which they began.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES X. A. R., No. 21.

APPROXIMATE NUMBER OF EMPLOYEES INVOLVED IN TRADE DISPUTES WHICH BEGAN DURING THE CALENDAR YEAR 1909.

Month.	Number of Employees Affected		
	Directly.	Indirectly.	Total.
January.....	176	.....	176
February.....	339	.....	339
March.....	546	158	704
April.....	3,514	509	4,023
May.....	2,513	12	2,525
June.....	1,262	125	1,387
July.....	3,529	.....	3,529
August.....	4,091	102	4,193
September.....	28	.....	28
October.....	163	100	263
November.....	95	.....	95
December.....	28	12	40
Total.....	16,284	1,018	17,302



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From the above figures it may be seen that the strikes and lockouts of July affected the greatest number of employees compared with other months. Comparatively few were involved in new disputes during the first three and last four months of the year.

About 425 firms or establishments were affected by strikes and lockouts during 1909, of which number 287 were directly affected and 138 indirectly. The following table shows the number involved according to the months in which the disputes began.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES X. A. R. No. 22.

APPROXIMATE NUMBER OF FIRMS OR ESTABLISHMENTS AFFECTED BY TRADE DISPUTES IN CANADA, WHICH BEGAN DURING THE CALENDAR YEAR 1909.

Month.	Number of Firms Affected.		
	Directly.	Indirectly.	Total.
January.....	5	.....	5
February.....	3	.....	3
March.....	7	.....	7
April.....	19	20	39
May.....	19	.....	19
June.....	69	113	182
July.....	46	.....	46
August.....	72	5	77
September.....	2	.....	2
October.....	41	.....	41
November.....	3	.....	3
December.....	1	.....	1
Total.....	287	138	425

#### DISPUTES BY MONTHS.

The months of May and July showed the greatest number of disputes, eleven out of a total of sixty-eight for the year having begun in each of those months. Taking the past nine years together, the month of May largely preponderates over the other months in this respect, as may be seen from the following table.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 23.

TABLE SHOWING TRADE DISPUTES IN CANADA BY MONTHS DURING THE YEARS 1901, 1902, 1903, 1904, 1905, 1906, 1907, 1908 AND 1909.

Month.	Number of Disputes.									
	1901	1902	1903	1904	1905	1906	1907	1908	1909	Total
January.....	7	8	6	9	6	12	8	7	4	67
February.....	3	5	12	5	4	6	3	6	3	47
March.....	13	12	22	9	6	8	8	5	4	87
April.....	12	20	23	20	8	13	28	9	7	140
May.....	7	27	29	23	11	28	33	14	11	181
June.....	23	18	23	9	12	14	20	6	8	133
July.....	14	7	15	6	13	8	15	3	11	92
August.....	5	6	11	6	8	17	12	6	10	81
September.....	5	9	7	3	9	15	8	2	2	60
October.....	5	4	6	8	3	3	7	2	4	42
November....	7	7	3	2	3	12	3	2	3	43
December.....	3	.....	3	3	4	2	3	4	1	23
Total.....	104	123	160	103	87	138	146	66	68	995

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The variation in the total number of trade disputes in existence from month to month during the years 1905 to 1909, inclusive, is shown on Chart No. 2, following page 198.

## NUMBER OF DISPUTES ACCORDING TO INDUSTRIES AND TRADES AFFECTED.

The following table indicates the number of disputes in the various industries and trades during the year 1909, according to the month in which they began.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES X., A. R. No. 24.

TABLE SHOWING INDUSTRIAL DISPUTES BY INDUSTRIES AND TRADES IN CANADA DURING THE CALENDAR YEAR 1909.

Trades.	Number of Disputes.												
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
Agriculture.....					1	1							2
Fishing.....		1						1					2
Lumbering.....			1	4	1		2	1			1		10
Mining and quarrying.....	1			1	2	2	1	3	2		1		13
Building trades.....		3					2						5
Metal working and shipbuilding.....	1									1			2
Wood working and furnishing trades.....					1						1		2
Textile trades.....	1											1	2
Clothing trades.....			1	1		1	2	1		2	1	1	10
Food and tobacco preparation.....						1	1	1					2
Leather trades.....					1					1			2
Printing and bookbinding.....													2
Transport.....			1		3		1	2					7
Unskilled labour.....				1	1	3	2	2					9
Miscellaneous trades.....	1				1								2
Total.....	4	4	3	7	11	8	11	10	2	4	3	1	68

The following table shows approximately the number of employees affected by trade disputes during 1909, according to their respective trades and industries.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES X. A. R.; No. 25.

TABLE SHOWING BY TRADES AND INDUSTRIES APPROXIMATE NUMBER OF EMPLOYEES AFFECTED BY TRADE DISPUTES IN CANADA DURING THE CALENDAR YEAR 1909.

Industry or Trade.	Approximate Number of Employees.
Fishing.....	372
Lumbering.....	300
Mining.....	8,795
Building trades.....	2,580
Metal trades.....	499
Wood working trades.....	36
Textile trades.....	948
Clothing trades.....	736
Food and tobacco preparation.....	75
Leather trades.....	81
Transport.....	1,505
Unskilled labour.....	1,293
Miscellaneous trades.....	112
Total.....	17,332

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From the above table it may be seen that 8,795 employees affected by trade disputes were engaged in mining, a far greater number than in any other branch of industry. The building trades came next with 2,580 employees, followed by 1,505 engaged in transport, and 1,293 unskilled labourers.

The following table shows the number of disputes in each trade or industry from 1901 to 1909, inclusive, from which it appears that the building trades, with 233 strikes and lockouts out of a total of 995, rank first in number, followed by the metal industries with 152 disputes, clothing industries with 94 and mining industries with 82.

DEPARTMENT OF LABOUR, CANADA,  
[STATISTICAL TABLES, X. A. R., No. 26.]

TABLE SHOWING INDUSTRIAL DISPUTES BY INDUSTRIES AND TRADES IN CANADA DURING THE YEARS 1901, 1902, 1903, 1904, 1905, 1906, 1907, 1908 AND 1909.

Trades.	Number of Disputes.									
	1901	1902	1903	1904	1905	1906	1907	1908	1909	Total.
Agriculture.....					2					2
Building.....	14	28	44	29	19	29	45	12	13	233
Metal.....	23	31	17	16	13	21	17	9	5	152
Woodworking and lumbering.....	4	10	9	3	2	12	6	5	4	55
Textile.....	6	1	5	3	1	4	6	6	2	34
Clothing.....	10	9	11	12	11	9	17	5	10	94
Food and tobacco preparation.....	9	10	6	11	4	8	50	1	2	52
Leather.....	1	3	4	1		3	5		2	19
Printing and bookbinding.....	2	3	3	5	7	6	2	1		29
Transport.....	4	4	18	2	4	15	14	7	4	72
Longshoremen.....	5	4	4		1	1	3		3	21
Mining.....	5	3	9	6	12	13	14	10	10	82
Fishing.....	2	1	1	2		1	1		2	10
Unskilled.....	11	6	9	3	2	12	7	8	9	67
Miscellaneous.....	8	10	20	10	9	5	7	2	2	73
Total.....	104	123	160	103	87	138	146	66	68	995

The next two tables indicate respectively the number of strikes and lockouts which have occurred since 1901 in mines, transportation agencies and other public utilities, which come under the operation of the Industrial Disputes Investigation Act, 1907, and the number of strikes and lockouts during the same period in other industries, in which 100 or more employees were involved.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES X. A. R., No. 27.

TABLE SHOWING NUMBER OF STRIKES AND LOCKOUTS IN MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION, AND OTHER PUBLIC UTILITIES IN CANADA DURING THE YEARS 1901 TO 1909 INCLUSIVE.

Industry.	Year.									
	1901	1902	1903	1904	1905	1906	1907	1908	1909	Total
Coal mines.....	2	3	6	4	8	11	9	7	9	59
Metal mines.....	2		1	1	2	2	2	2	1	15
Railways.....	3	4	7	1	2	8	4	4	1	34
Shipping.....	5	7	6		1	3	4	1	3	30
General transport.....			8		2	5	9	2	3	29
Other public utilities.....		1		2		1	2			6
Total.....	12	15	28	8	15	30	30	16	17	171



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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES. X. A. R., No. 28.

TABLE SHOWING NUMBER OF STRIKES AND LOCKOUTS IN CANADA AFFECTING ONE HUNDRED OR MORE EMPLOYEES IN INDUSTRIES OF NON-PUBLIC UTILITIES, NOT INCLUDING MINES, DURING THE YEARS 1901 TO 1909, INCLUSIVE.

Industry.	Year.									
	1901	1902	1903	1904	1905	1906	1907	1908	1909	Total
Agriculture.....					2					2
Fishing.....	2		1	1		1	1		1	7
Lumbering.....		1	5	1		4	2	2	2	17
Building trades.....	6	7	11	10	5	10	14	3	6	72
Metal trades.....	4	7	9	2	3	3	6	3	3	40
Woodworking trades.....	2	2	3	1	1	2	1			12
Printing and allied trades.....			2		3					5
Textile trades.....	2	1	1		1	3	4	3	1	16
Clothing trades.....	1		7		5	2	5	4	4	28
Food and tobacco preparation.....	1	1	1	4						7
Leather trades.....							1			1
Unskilled labour.....	1		4			3	3	5	4	20
Miscellaneous trades.....	2	2	4	5			1	1		15
Total.....	21	21	48	24	20	28	38	21	21	242

## DISPUTES BY LOCALITIES AFFECTED.

The following table shows the number of trade disputes which occurred in the different provinces of Canada during 1909, classified according to the months in which they began.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES X. A. R., No. 23.

TABLE SHOWING TRADE DISPUTES IN CANADA BY PROVINCES DURING THE CALENDAR YEAR 1909.

Province.	Number of Disputes.												
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
Nova Scotia. . .			1		2		2	1					6
Prince Edw. Isd. . .													
New Brunswick. . .	1						1						2
Quebec. . .	1		1	2	2		4	1		1			12
Ontario. . .	1	1	1	1	4	5	2	6	2	1	1	1	26
Manitoba. . .				1		1	1	2		1			6
Saskatchewan. . .					1								1
Alberta. . .		1		1		1	1				2		6
British Columbia . .	1	1	1	1	2	1				1			8
More than 1 province affected . . .				1									1
Total. . . . .	4	3	4	7	11	8	11	10	2	4	3	1	68

The next table shows the number of trade disputes which took place in each province during the past nine years, from which it may be seen that out of 995 strikes and lockouts, 469 took place in the Province of Ontario, and 218 in the Province of Quebec.

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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 30.TABLE SHOWING TRADE DISPUTES IN CANADA ACCORDING TO PROVINCES FOR THE YEARS  
1901, 1902, 1903, 1904, 1905, 1906, 1907, 1908 AND 1909.

Locality.	Number of Disputes.									
	1901	1902	1903	1904	1905	1906	1907	1908	1909	Total.
Nova Scotia.....	5	12	7	7	7	11	12	3	6	70
Prince Edward Island.....		2								2
New Brunswick.....	3	7	7	2	5	8	8	6	2	48
Quebec.....	29	20	33	31	21	24	29	19	12	218
Ontario.....	53	65	83	52	32	61	71	26	26	469
Manitoba.....	3	8	1	4	9	9	6	1	6	47
Saskatchewan.....							1	1	1	3
Alberta.....		1	5	1	2	13	6	3	6	37
British Columbia.....	10	8	24	4	10	12	11	6	8	93
More than one province affected.....	1 <sup>1</sup>			2 <sup>2</sup>	1 <sup>3</sup>		2 <sup>4</sup>	1 <sup>5</sup>	1 <sup>6</sup>	8
Total.....	104	123	160	103	87	138	146	66	68	995

<sup>1</sup>Dispute affected all provinces in Dominion with exception of Prince Edward Island.<sup>2</sup>First dispute affected Ontario, Manitoba, Saskatchewan and Alberta; second affected same provinces with the addition of British Columbia.<sup>3</sup>Dispute took place in Quebec and Ontario.<sup>4</sup>One dispute took place in Quebec, Ontario and Manitoba, and the other in Alberta and British Columbia.<sup>5</sup>Dispute affected all provinces except Prince Edward Island and Nova Scotia.<sup>6</sup>Dispute affected Alberta and British Columbia.

## LOSS OF TIME IN WORKING DAYS.

The following table shows the number of working days estimated to have been lost by employees through trade disputes each month during 1909.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES X. A. R., No. 31.TABLE SHOWING LOSS OF TIME IN WORKING DAYS TO EMPLOYEES THROUGH TRADE DISPUTES  
IN CANADA BY MONTHS, DURING 1909.

Month.	Approximate loss of time in working days.
January.....	3,500
February.....	4,950
March.....	10,500
April.....	72,500
May.....	116,000
June.....	82,550
July.....	89,000
August.....	107,500
September.....	113,000
October.....	97,500
November.....	96,500
December.....	78,500
Total.....	872,000

Chart No. 3, following page 198 shows the variation from month to month in the number of working days lost in each of the years from 1905 to 1909, inclusive.

Of all the various industries, by far the greatest loss of time was in the mining industry, in which there were lost over 711,000 days out of a total of about 872,000 days lost. The building trades came next with a loss of about 47,100 days.

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The following table shows the estimated loss of time in each branch of industry or trade.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES X. A. R., No. 32.

TABLE SHOWING LOSS OF TIME IN WORKING DAYS TO EMPLOYEES THROUGH TRADE DISPUTES  
IN CANADA BY TRADES DURING 1909.

Trade.	Approximate loss of time in working days.
Fishing.....	6,948
Lumbering.....	6,600
Mining.....	711,200
Building trades.....	47,100
Metal trades.....	23,883
Woodworking and furnishing trades.....	744
Textile trades.....	33,380
Clothing trades.....	12,550
Food and tobacco preparation.....	3,895
Leather trades.....	5,231
Transport.....	10,000
Unskilled labour.....	4,949
Miscellaneous trades.....	5,520
Total.....	872,000

## CAUSES OF TRADE DISPUTES.

The principal causes of strikes and lockouts which took place in Canada in 1909 are set forth in the following table arranged according to the months in which they began.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES SERIES X. A. R., No. 33.

TABLE SHOWING BY MONTHS THE CAUSES OF TRADE DISPUTES WHICH BEGAN IN CANADA  
DURING 1909.

Cause.	Number of Disputes.												Total
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
For increase in wages.....		1	2	2	7	6	6	2	1	2	1		30
Against reduction in wages.....	2	1			1			2					6
For decrease in hours.....							1	1					2
Refusal of member of union to pay a fine.....											1		1
Against increase in hours.....	1	1											2
Against employment of non-unionists.....				1	1	1		1	1	1			6
Against employment of persons on other grounds than non-unionism.....		1	1										2
Against discharge of employees.....				1			1				1		3
For "closed shop" and recognition of union.....	1												1
Against conditions of employment.....				3									3
For recognition of union.....							2			1			3
Against method of payment.....							1						1
For increase in wages and other changes.....					2			4				1	7
Refusal of employer to sign agreement with foreman.....						1							1
Total.....	4	4	3	7	11	8	11	10	2	4	3	1	68



The following table shows the causes of trade disputes which began in each year from 1901 to 1909.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R. No. 34.

TABLE SHOWING CAUSES OF TRADE DISPUTES IN CANADA WHICH BEGAN DURING 1901, 1902, 1903, 1904, 1905, 1906, 1907, 1908 AND 1909, RESPECTIVELY.

Causes.	Number of Disputes.									
	1901	1902	1903	1904	1905	1906	1907	1908	1909	Total.
For increase in wages.....	48	54	60	36	30	55	65	21	36	405
Against reduction in wages.....	10	7	7	7	8	3	3	14	6	65
For decrease in hours.....	1	7	8	3	3	7	11	3	2	45
For increase in wages and decrease in hours.....	5	14	18	8	4	7	8	1	1	66
Against employment of particular persons.....	13	8	13	16	9	13	20	4	8	104
Against conditions of employment.....		5	5	4	8	3	5	3	3	36
For recognition of union.....		5	5	4	1	5	3		4	27
Sympathetic.....		9	10	3	1	2	2	1		28
Unclassified.....	27	14	34	22	23	43	29	19	8	219
Total.....	104	123	160	103	87	138	146	66	68	995

#### METHODS OF SETTLEMENT.

The following table illustrates the methods by which trade disputes were settled during 1909, according to the month in which they were terminated.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES SERIES, X. A. R., No. 35.

TABLE SHOWING METHODS OF SETTLEMENT OF TRADE DISPUTES IN CANADA DURING 1909.

Method.	Number of Disputes.												
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
Arbitration.....					1							1	2
Conciliation.....					1	1		1			1		4
Negotiations between parties concerned.....	1	1	2	3	1	2	4	3		3	1	1	22
Replacement of strikers.....	2			1	2	6	1	4	2	1			19
Work resumed on employers' terms (without negotiations).....		1		1	1	1	2	1					7
Demands of strikers granted (without negotiations).....									1				1
Work resumed pending investigation.....					1								1
Indefinite, unsettled or not reported.....			2		1	1	1	1		1		6	13
Total.....	3	2	4	5	8	11	8	10	3	5	2	8	69

A comparison of the methods of settlement of trade disputes in the years from 1901 to 1909, is given in the following table.

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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 36.TABLE SHOWING METHODS OF SETTLEMENT OF TRADE DISPUTES IN CANADA DURING 1901,  
1902, 1903, 1904, 1905, 1906, 1907, 1908 AND 1909.

Method.	Number of Disputes.									
	1901	1902	1903	1904	1905	1906	1907	1908	1909	Total
Arbitration.....	5	6	6	4	.....	3	4	2	2	32
Conciliation.....	6	5	14	5	3	4	7	4	4	52
Negotiations between parties concerned	55	73	77	37	41	67	66	13	23	452
Replacement of men.....	13	12	15	10	24	18	26	18	19	155
Work resumed on employer's terms (without negotiations).....	13	20	26	25	12	28	26	23	7	180
Demands of strikers granted (without negotiations).....	.....	.....	19	7	5	3	2	5	1	42
Work resumed (employer not involved)	.....	.....	.....	.....	1	4	5	.....	1	11
Employment found elsewhere by strikers.....	.....	.....	.....	.....	.....	3	3	.....	2	8
Unsettled at end of year.....	12	5	12	13	.....	9	12	1	6	70
Not reported.....	.....	2	1	2	1	.....	.....	3	4	13
Total.....	104	123	170	103	87	139	151	69	69	1,015

Most of the disputes in the above table marked unsettled were terminated in the year following the one in which they are placed.

## RESULTS OF TRADES DISPUTES.

The following table shows the results of the strikes and lockouts which were in existence in Canada during 1909, according to the months in which they were terminated.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 37.

TABLE SHOWING RESULTS OF TRADE DISPUTES IN CANADA DURING 1909.

Result.	Number of Disputes.											
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
In favour of employers.....	2	1	1	2	4	7	4	3	1	1	.....	26
In favour of employees.....	1	.....	1	1	1	.....	.....	1	1	1	2	10
Settled by compromise.....	.....	1	.....	1	2	3	2	4	.....	2	.....	15
Employees partially successful.....	.....	.....	.....	.....	.....	.....	2	.....	1	.....	.....	4
Indefinite, unsettled or not reported.....	.....	.....	2	1	1	1	.....	2	.....	1	.....	14
Total.....	3	2	4	5	8	11	8	10	3	5	2	69

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The following table contains an analysis of the principal causes of the trade disputes which began in 1909, classified according to their results.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 38.

TABLE SHOWING CAUSES AND RESULTS OF TRADE DISPUTES IN CANADA DURING THE  
CALENDAR YEAR 1909.

Causes.	Results.					Total.
	In favour of employers.	In favour of employees.	Settled by compromise.	Employees partially successful.	Indefinite, unsettled or terms not reported.	
For increase in wages.....	15	4	7	2	2	30
Against reduction in wages.....	2	1			3	6
For decrease in hours.....	1			1		2
Refusal of member of union to pay a fine.....					1	1
Against increase in hours.....		1	1			2
Against employment of non-unionists.....	4	1			2	7
Against employment of persons on other grounds than non-unionism.....		1			1	2
Against discharge of employees.....	1	1			1	3
For "closed shop" and recognition of union.....	1					1
Against conditions of employment.....			3			3
For recognition of union.....	1				2	3
Against method of payment.....			1			1
For increase in wages and other changes.....		1	3	1	2	7
Refusal of employer to sign an agreement with foreman.....	1					1
Total.....	26	10	15	4	14	69



## X.—INDUSTRIAL ACCIDENTS IN CANADA DURING 1909 WITH COMPARATIVE STATISTICS FOR THE FIVE PRECEDING YEARS.

According to the statistics relating to industrial accidents collected by the Department during the year 1909, 1,279 fatal and 2,718 serious non-fatal accidents occurred throughout Canada. This shows a slight increase, namely seven, in the number of fatal accidents compared with the preceding year and an increase of 441 in the number of non-fatal injuries. The record, however, is below that of 1907, when 1,353 fatal and 2,752 non-fatal accidents were reported. As in previous years, the summer and autumn months, during which industrial activity is at its height in Canada, show a proportionately higher return of accidents.

The largest number of fatalities, namely 283, occurred in the railway service, agriculture standing second, with 256; mining third, with 160; and lumbering fourth, with 130. It will be remembered that the industries ranked in the same order, from this standpoint, in 1908 and 1907.

Of the non-fatal injuries, the largest number occurred in the metal trades, namely 482; agriculture standing second, with 374; and the railway service third, with 293. In 1908, the railway service stood second and agriculture third, the metal trades standing first as in 1909.

Comparing the record of the year in the several groups, it will be seen that there was a decrease in the number of fatal accidents recorded in the building, food and tobacco preparation, and leather trades, and among civic employees and the classes included under the headings of "general transport," "miscellaneous," and "unskilled labour." In the remaining groups, increases in the number of accidents occurred. In the number of non-fatal injuries increases were shown in all the groups except in the textile trades and under the heading of "miscellaneous."

From the standpoint of possible remedial action a very important portion of the information collected by the Department is that relating to the causes of accidents. A tabular analysis of the causes of the several fatal and non-fatal accidents in the various industries and trades is given below. It will be seen from these tables that in the agricultural industry the largest number of deaths through accident occurred from being run over by vehicles, while the largest number of the non-fatal injuries resulted from falls and from injuries received from machinery and tools. In the fishing industry, drownings made up almost the entire list of fatalities. Drownings also accounted for fifty-one of the 130 fatal accidents occurring in the lumbering industry, while seventy-eight of the 181 non-fatal injuries recorded were received about machinery and engines. Under the heading of mining, explosions caused over thirty-five per cent of the deaths, and over twenty per cent of the non-fatal injuries. Falls accounted for nearly all of the deaths, and over sixty-

six per cent of the non-fatal injuries in the building trades. The largest number of accidents in the metal, woodworking, clothing, textile, food and tobacco preparation, and leather trades were occasioned by machinery, belt-ing, &c., and by falling material. In the railway service, ninety-three employees lost their lives by being run over by trains, forty-two in derailments, and thirty-one in collisions. The largest number of non-fatal injuries among railway employees were caused by falls from trains and cars, but there were fifty-six such injuries received in derailment, thirty-five in collisions, and thirty from being run over by trains, while thirty-one employees were seriously injured by being struck by falling material. Under the heading of navigation, sixty-two of the ninety-five fatalities reported were drownings, while twenty-six of the ninety-one non-fatal injuries were caused by falls and nineteen by explosions. Falls accounted for thirteen fatal and sixty-seven non-fatal accidents under the heading of general transport. The largest number of fatalities and non-fatal injuries among civic employees, occurred to firemen. Among unskilled labourers twenty-one men were killed by being run over by vehicles and seventeen by falling material; fifty-three of 123 non-fatal injuries were also occasioned by falling material.

The method in which the Department collects statistics for the industrial accidents is described in the annual report of the Department for the fiscal year ended March 31, 1909, page 71.

An important incident of the year, and one that is probably destined to have a far-reaching effect in the prevention of a certain class of industrial accidents, was the investigation carried out by the Department of Mines, Canada, into the general question of the supervision of explosives throughout Canada. For some time past, and especially since the beginning of the extensive railway construction operations at present in progress, there has been an alarming increase in the number of fatalities among workpeople engaged in the handling of explosives. In the mining industry, also, the death rate from this cause has been exceedingly high. By referring to the subjoined tables it will be seen that not less than seventy-two workmen lost their lives from explosives during the past year, and it should be remembered that these statistics are confined to employees killed while in the actual performance of their duties. Legislation bearing on the matter differs considerably in the different provinces, and it is understood that as a result of the investigation above referred to an Act will be introduced at the next session of Parliament to deal in full detail with the manufacture, transportation, storage and use of explosives. At the past session an appropriation of \$10,000 was voted for the purpose of engaging expert assistance in the framing of this legislation and in other matters arising out of the investigation aforesaid.

The following is a statement of the number of fatalities in the several industries and trades caused by explosives during 1909:

Agriculture .....	1
Fishing and Hunting .....	3
Mining .....	31

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Unskilled Labour .....	4
Metal Trades .....	1
Railway Construction .....	22
Public Employees .....	3
Unskilled Labour .....	4
Miscellaneous .....	7
Total .....	72

DEPARTMENT OF LABOUR, CANADA,

STATISTICAL TABLES, X. A. R., No. 39.

## STATISTICAL TABLE OF FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE CALENDAR YEAR 1909.

Trade or Industry.	Number of Accidents according to Months.												Total
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov	De	
Agriculture.....	14	16	12	10	14	29	23	46	18	26	20	28	256
Fishing and hunting....	4			9	4	2	1	5		7	2		34
Lumbering.....	10	10	6	4	28	24	6	3	11	3	13	12	130
Mining.....	6	10	10	9	10	16	6	12	13	46	10	12	160
Building trades.....	4	2			2	4	6	4	4	5	5	2	38
Metal trades.....	3	5	5	4	3	6	6	5	6	9	9	16	77
Woodworking trades.....	1		2	2		1	2	1		1		1	11
Printing trades.....													
Clothing trades.....			1										1
Textile trades.....				1							2		3
Food and tobacco preparation.....	1				1	1			4		1	1	9
Leather trades.....										1	1		2
Railway service.....	20	24	31	16	24	23	30	11	16	27	47	14	283
Navigation.....	2	1	6	8	6	5	5	7	11	7	13	24	95
General transport.....			1		3	7	4	11	5	3	9	7	50
Civic employees.....			1		1	2	2	1		3	2		12
Miscellaneous trades.....	4	5	1	2		6	5	12	2	6	5	6	54
Unskilled labour.....	2	7	3	5	1	4	9	11	4	8	6	4	64
Total.....	71	80	79	70	97	130	105	129	94	152	145	127	1,279

DEPARTMENT OF LABOUR, CANADA,

STATISTICAL TABLES, X. A. R., No. 40.

## STATISTICAL TABLE OF NON-FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE CALENDAR YEAR 1909.

Trade or Industry.	Number of Accidents according to Months.												Total
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov	Dec.	
Agriculture.....	36	24	24	24	22	27	33	29	52	40	32	21	374
Fishing and hunting.....				5						2			7
Lumbering.....	11	18	19	11	19	26	13	16	9	9	18	12	181
Mining.....	4	7	4	8	3	18	23	18	13	12	23	14	147
Building trades.....	11	5	8	13	32	39	24	26	24	23	25	15	245
Metal trades.....	20	30	40	43	27	39	64	36	33	47	53	50	482
Woodworking trades.....	11	14	9	13	9	28	10	15	10	16	8	15	158
Printing trades.....		6	5	4		1	3	4	2	4	5	1	35
Clothing trades.....	1	1	2		3		1	2	1	2	1	2	16
Textile trades.....	1	3	1	4	2	2	4	1	2	5	5	5	35
Food and tobacco preparation.....	5	8	14	2	1	9	9	5	8	7	10	8	86
Leather trades.....	1		1	2			1		3	1			9
Railway service.....	20	17	23	19	19	26	25	22	11	44	38	29	293
Navigation.....	5	3	1	5	13	32	8	3	2	5	11	3	91
General transport.....	9	7	12	17	18	19	19	25	17	15	19	16	193
Civic employees.....	8	3	11	1	4	8	1	7	3	19	13	13	91
Miscellaneous trades.....	11	9	11	8	7	14	10	16	23	27	12	4	152
Unskilled labour.....	10	5	9	7	6	4	10	29	12	15	6	10	153
Total.....	164	160	194	186	185	292	258	264	225	293	279	218	2,718



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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 41.TABLE SHOWING NUMBER OF FATAL AND NON-FATAL ACCIDENTS IN CANADA BY TRADES  
DURING THE YEARS 1904 TO 1909 INCLUSIVE.

Trades.	1904		1905		1906		1907		1908		1909		Total	
	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.
Agriculture.....	103	121	132	291	176	262	209	295	223	291	256	374	1,099	1,634
Fishing and hunting...	16	1	13	1	15	3	17	4	37	1	34	7	132	17
Lumbering.....	69	120	75	155	119	156	129	138	113	115	130	181	635	865
Mining.....	103	117	70	135	119	174	181	226	148	187	160	147	781	986
Building trades.....	43	140	46	131	59	272	33	211	46	219	38	245	265	1,218
Metal trades.....	74	393	56	434	69	562	154	570	63	364	77	482	493	2,805
Woodworking trades	12	154	8	150	4	133	8	138	7	116	11	158	50	849
Printing trades.....	9	1	19	.....	17	1	23	.....	12	.....	35	2	115	.....
Clothing trades.....	3	21	2	36	2	19	1	24	1	16	1	16	10	132
Textile trades.....	3	23	2	30	3	46	3	41	2	37	3	35	16	212
Food and tobacco pre- paration.....	6	55	9	76	20	79	18	73	14	63	9	86	76	432
Leather trades.....	2	4	6	7	3	13	.....	3	3	5	2	9	16	41
Railway service.....	272	168	140	238	252	340	342	337	326	316	283	293	1,615	1,688
Navigation*.....	.....	.....	128	117	117	61	100	74	84	62	95	91	524	405
General transport.....	113	168	140	234	45	178	55	193	54	132	50	193	457	1,088
Civic employees†.....	.....	.....	7	5	5	66	6	80	19	55	22	91	49	297
Miscellaneous trades...	41	178	71	159	56	222	62	168	61	156	54	152	345	1,035
Unskilled labour.....	30	119	57	143	43	142	34	154	71	130	66	123	299	811
Total.....	890	1,791	963	2,357	1,107	2,745	1,353	2,752	1,272	2,277	1,278	2,718	6,864	14,538

\*Included with General Transport in 1904.

†Only constituted in a distinct group in 1905.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R., No. 42.

TABLE SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906, 1907, 1908 AND 1909.

## AGRICULTURE.

Causes of Accidents.	Killed.						Injured.					
	1904	1905	1906	1907	1908	1909	1904	1905	1906	1907	1908	1909
Struck and run over by trains.....	26	19	23	33	24	18	7	10	7	13	8	7
Injured by live stock.....	18	18	29	19	29	24	19	41	45	44	53	47
Falling from vehicles.....	14	27	11	.....	.....	.....	24	54	9	.....	.....	.....
Run over by vehicles.....	3	21	4	10	15	39	6	23	2	6	11	15
Injured by machines and tools.....	8	14	16	14	17	10	18	43	78	61	40	66
Falling from haylofts, barns, stacks&c	5	13	27	24	21	33	10	22	62	73	51	93
Injured when raising barns.....	4	2	.....	.....	.....	.....	7	6	.....	.....	.....	.....
Electricity.....	7	3	18	7	13	8	.....	.....	2	3	6	3
Exposure and cold.....	4	.....	6	7	7	15	.....	2	2	4	6	4
Struck by falling trees.....	1	8	7	25	.....	.....	3	11	18	21	.....	.....
Injured when sawing and chopping wood.....	1	1	1	.....	.....	.....	10	10	1	.....	.....	.....
Injured by cave-in of pits, etc.....	2	5	.....	.....	22	.....	1	7	.....	.....	40	.....
Injured when blasting.....	1	.....	5	8	9	2	3	3	10	18	13	10
Blood poisoning.....	9	.....	3	2	1	1	10	4	.....	.....	.....	.....
Burns and scalds.....	.....	.....	1	1	6	9	.....	.....	.....	.....	2	1
Drowned.....	.....	.....	8	13	15	22	.....	.....	.....	.....	.....	10
Injured in runaways.....	.....	.....	.....	28	36	31	.....	.....	.....	28	39	55
Struck by wagon pole.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
Explosion of traction engine.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....
Smothered in snow slide.....	.....	.....	.....	7	.....	.....	.....	.....	.....	.....	.....	.....
Injured by other falling material.....	.....	.....	.....	2	.....	23	.....	.....	.....	15	.....	40
Injured by tools.....	.....	.....	.....	2	1	6	.....	.....	.....	6	17	22
Stung by bees.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....
Sunstroke.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....
Accidentally shot.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....
Struck by flying objects.....	.....	.....	.....	.....	5	2	.....	.....	.....	.....	2	2
Collisions.....	.....	.....	.....	.....	2	2	.....	.....	.....	.....	3	4
Unclassified.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
Asphyxiated.....	.....	.....	.....	.....	.....	6	.....	.....	.....	.....	.....	.....
Fire arms.....	.....	.....	.....	.....	.....	5	.....	.....	.....	.....	.....	1
Total.....	103	132	159	209	223	256	121	241	236	295	291	374

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## FISHING AND HUNTING.

Causes of Accidents.	Killed.						Injured.					
	1904	1905	1906	1907	1908	1909	1904	1905	1906	1907	1908	1909
Drowned.....	16	13	15	16	33	31						
Caught in bear trap.....												
Attacked by moose.....							1	1				
Injured by falls.....									2			
Contact with ice hook.....									1			
Injured by exposure, cold, etc.....				1	4					4	1	
Explosion of gasoline.....						3						7
Total.....	16	13	15	17	37	34	1	1	3	4	1	7

## LUMBERING AND SAWMILLING.

Struck by falling trees.....	17	14	25	20	26		3	15	15	9	11	
Struck by logs.....	4	4	9	11			6	13	7	10		
Injured by dynamite explosion.....	1	2	5	2	1				6	5	6	
Drowned.....	22	13	30	44	39	51						
Frozen.....		2	1				2			1		
Falling of logs.....	1		3	4				2	2	9	8	
Run over by railway cars.....	3	2	3	4	1	7	2		3			13
Struck by wood flying from saws, etc.....	5	8	7	12	2	5	4	17	9	2	3	
Struck by falling lumber, etc.....		2	2			32	5	8	8			42
Struck by axes when chopping trees.....							11	15	9	4		
Injured by machines and engines.....	3	8	26	18	21	22	36	33	88	79	48	78
Injured by explosions.....	6	10				3	2	8				10
Injured by saws.....	4	6			1		34	15		1	8	
Injured by bursting of an emery wheel.....	1	1	5					20				
Crushed between cars.....	1			1			1	1				
Injured by bursting of refuse machine.....		1										
Overwhelmed in mud slides, etc.....	1	2		1	1	1	14	8				
Gunshot wound.....			2	1	1	1						
Falls, general.....	1			2	3	4					6	12
Run over by dump cart.....				1								
Killed by a bear.....				1								
Falling material.....				7	12					18	29	
Electricity.....										1		5
Unclassified.....			1									
Runaways.....					2	1					1	1
Being run over.....					4							1
Exposure.....						3					2	2
Live stock.....											1	
Tools.....												17
Total.....	69	75	119	129	113	130	120	155	156	138	115	181

## MINING.

Explosions in mines.....	33	15	20	53	48	34	11	39	42	67	62	17
Falling down mine shafts and chutes.....	8	5	8	3	22		3	8	9	1	13	
Struck by cars, trips, etc.....	8	2	13	25	24	20	3	8	9	1	13	
Struck by falling stone and earth, etc.....	14	19	16	10	32	37	18	26	9	5	59	45
Struck by falling coal.....	11	16	32	11			12	18	57	20		
Crushed between cars, car and mine wall, box and pit props, etc.....	1	3	7	4		2	10	10	16	17		2
Machinery, belting, etc.....	2	2	7	8	4	3		12	14	15	5	9
Falling from scaffolds and trestles.....	3	2					1					
Falling in various ways not specified.....	5	1		11		22	6			6		20
Run over by cars.....	1	2	4	3	4		2	4	1	2	12	
Struck by falling wood, etc.....		2		29			2	2	1	60		
Crushed by cave-in.....	5			2								
Suffocated by gas, etc.....	6			2	7	2						
Drowned.....			2	16	6	8				2		11
Struck by snow slides.....			6						3			
Kicked by a mule.....									1	2		
Injured by explosives.....	3	1	1			31	13	5		1		13
Injured by electric shock.....			3	1	1							
Injured by exposure.....				2								
Caught in a "bump".....				1						2		
Unclassified.....	13						33	4				
Injured by live stock.....											3	2
Injured by molten metal.....											1	
Injured by passing objects.....											1	
Flying material.....						1						4
Total.....	103	70	119	181	148	160	117	135	167	226	187	147

## BUILDING TRADES.

Causes of Accidents.	Killed.						Injured.					
	1904	1905	1906	1907	1908	1909	1904	1905	1906	1907	1908	1909
Falling from buildings.....	13	9	4	5	13	.....	23	48	30	17	39	.....
Falling from scaffoldings, etc.....	5	20	8	2	10	.....	38	78	45	26	98	20
Falling through a floor.....	2	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....
Collapse of building and wall.....	2	.....	.....	.....	.....	.....	10	9	.....	.....	.....	.....
Falling from a ladder.....	.....	.....	.....	.....	.....	.....	14	5	7	.....	.....	.....
Falling in various ways not specified	1	3	25	18	7	31	12	1	109	102	21	161
Railway accidents.....	4	4	3	2	1	.....	2	.....	1	.....	1	.....
Struck by falling stones and bricks...	3	3	1	1	.....	.....	6	21	3	.....	.....	.....
Struck by falling timber.....	1	.....	1	.....	.....	.....	13	15	13	3	.....	.....
Struck by derricks.....	2	1	1	1	1	.....	1	3	5	3	.....	.....
Struck by falling metal.....	.....	.....	.....	.....	.....	.....	2	2	.....	.....	.....	.....
Struck by falling window sash.....	.....	1	.....	.....	.....	.....	2	.....	.....	.....	.....	.....
Struck by other falling material.....	2	.....	2	1	3	1	2	3	20	26	28	29
Injured by elevators and hoists.....	2	.....	.....	1	1	.....	2	1	1	2	4	.....
Injured by electric shock.....	3	2	.....	.....	5	3	1	.....	1	.....	.....	.....
Injured by tools.....	.....	1	.....	.....	.....	.....	7	11	3	4	.....	.....
Drowned.....	2	1	6	.....	3	1	.....	.....	2	.....	.....	.....
Injured by machinery.....	.....	.....	.....	.....	1	1	.....	.....	17	20	5	17
Burnt to death.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....
Injured by explosion.....	.....	.....	3	.....	.....	.....	.....	.....	2	7	16	7
Asphyxiated by gas.....	.....	.....	2	.....	.....	1	.....	.....	1	.....	.....	2
Sunstroke or struck by lightning....	.....	.....	2	1	.....	.....	.....	.....	4	.....	1	.....
Injured by wood projected from saw	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	2	5
Died from lockjaw.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....
Unclassified.....	1	1	.....	.....	.....	.....	3	1	.....	.....	.....	.....
Blood poisoning.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....
Boiling tar.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....
Runaway.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Total.....	43	46	59	33	46	38	138	201	262	211	219	245

## WOODWORKING TRADES.

Causes of Accidents.	Killed.						Injured.					
	1904	1905	1906	1907	1908	1909	1904	1905	1906	1907	1908	1909
Injured by machinery, belting, etc...	3	3	2	5	3	6	46	28	118	123	88	112
Injured by saws.....	1	.....	1	.....	1	.....	45	46	.....	.....	.....	.....
Struck by wood flying from saws, planers, etc.....	3	1	1	.....	2	1	7	6	3	8	12	19
Scalded by boiling water.....	2	1	.....	.....	1	.....	1	1	.....	.....	1	.....
Injured by elevators and hoists.....	2	1	.....	2	.....	.....	2	4	1	1	1	5
Injured by shapers.....	.....	.....	.....	.....	.....	.....	10	6	.....	.....	.....	.....
Injured by planers.....	.....	.....	.....	.....	.....	.....	6	15	.....	.....	.....	.....
Injured by jointers.....	.....	.....	.....	.....	.....	.....	6	9	.....	.....	.....	.....
Injured by knives.....	.....	.....	.....	.....	.....	.....	4	5	.....	.....	.....	.....
Injured by other tools.....	.....	.....	.....	.....	.....	.....	3	2	.....	.....	.....	.....
Injured by cutters.....	.....	.....	.....	.....	.....	.....	3	2	.....	.....	.....	.....
Injured by sanding disc.....	.....	.....	.....	.....	.....	.....	3	2	.....	.....	.....	.....
Injured by presses.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....
Struck by falling material.....	.....	.....	.....	1	.....	1	3	3	2	5	10	12
Injured by spindle carver.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....
Falling from vehicle.....	1	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....
Falling and jumping from a building	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....
Falling in ways not specified.....	.....	.....	.....	.....	.....	1	3	6	4	1	4	5
Railway accidents.....	.....	2	.....	.....	.....	.....	.....	1	.....	.....	.....	.....
Explosion of boiler.....	.....	.....	.....	.....	.....	1	.....	.....	5	.....	.....	5
Poisoned in error.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
Unclassified.....	.....	.....	.....	.....	.....	.....	7	2	.....	.....	.....	.....
Total.....	12	8	4	8	7	11	154	140	133	138	116	158



## SESSIONAL PAPER No. 36.

## METAL TRADES.

Causes of Accidents.	Killed.						Injured.					
	1904	1905	1906	1907	1908	1909	1904	1905	1906	1907	1908	1909
Injured by machinery, belting, etc.	12	7	8	15	7	13	108	147	251	201	131	171
Injured by tools	3	1					15	7	7	6	10	3
Struck by falling material	9	5	7	21	6	12	92	63	94	129	82	106
Injured by hot or molten metal			1	1		2	55	40	52	31		50
Injured by electric shock	5	11	14	16		21	11	13	8	10	34	15
Injured by elevators and hoists	4	1	1	6	3	1	14	6	6	15	4	4
Falling from scaffold, etc.	9	5	7				9	22	25			
Collapse of scaffolding	2		1				11	2	15			
Falling from buildings	4		1	14			6	3		102		
Falling from bridges	4	3					2	5	1			
Falling from poles	3	1					11	5				
Falling in various ways not specified	4	2	2		17	12	22	14	40		46	66
Injured by derricks and cranes	1	5	2	1			4	9	1	2	1	2
Bursting of wheels	2	2					3	5	4			
Injured by boiler explosions	2	3	2		4		14	5	7		3	
Struck by falling wood, poles, etc.	5	1	4				1	10	33	16		
Injured by saws						2	2					
Injured by shears							6	4				
Injured by drop hammers							7	3	1			
Injured by trip hammers							6	7		1		
Overcome by gas	1	1	1				2			1		
Scalded by water, steam, etc.		1	5				9	4	3			2
Injured by electricity					19			1	1		18	
Injured by explosions of gas, powder, etc.					1	1	4	6	4	44	15	31
Crushed by presses						2	24	26	3			
Crushed by cars		3	1	5	3		2	5		7	13	
Struck by flying material						8	1	2				26
Struck by lever	1							1				
Struck by hook							1	1				
Crushed between girders							2	1				
Crushed in other ways			1				4	1	3			
Injured by chains							2	1				
Cut by a die							1	2				
Run over by a cart							1	1				
Drowned	2	2	9	3	3	2					1	
Injured when grinding								1				
Injured by lathes							3				2	
Injured by live stock				2					3	2		2
Sunstroke while repairing boilers			1									
Gunshot wounds										1		1
Dropped dead while shoeing horse				1								
Railway accident				5		4				2	3	3
Collapse of bridge at Quebec				63								
Unclassified	1	2					35	1				
Foot pierced by nail											1	
Total	74	56	68	154	63	77	490	424	562	570	364	482

## PRINTING TRADES.

Crushed in presses							5	8	17	20		
Crushed in printing machines							3	4			12	
Struck by a falling mould							1	1				
Hot metal and other material								3				
Injured by knives								1				
Elevator accidents		1		1				1		3		
Explosion of magnesium powder								1				
Total		1		1			9	19	17	23	12	35

## CLOTHING TRADES.

Injured by elevators and hoists	1	2	2	1			4	6	4	1	1	
Kicked by a horse								1		1		
Injured by machinery, belting, etc.		1			1	1	8	21	11	18	13	10
Injured by mangles							4	1				
Injured by presses							2	2				
Injured by falling								1	1	1		
Injured by falling material								1	2	3	2	2
Explosions									1			
Mistaken use of nitrate of potash								2				2
Unclassified	2						3					
Injured by tools												2
Total	3	3	2	1	1	1	21	36	19	24	16	16

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## TEXTILE TRADES.

Causes of Accidents.	Killed.						Injured.					
	1904	1905	1906	1907	1908	1909	1904	1905	1906	1907	1908	1909
Injured by machinery, belting, etc.	2	.....	1	1	1	1	13	13	41	29	34	24
Injured by a loom.....	.....	.....	.....	.....	.....	.....	2	5	.....	.....	.....	.....
Injured by a picker.....	.....	.....	.....	.....	.....	.....	1	2	.....	.....	.....	.....
Injured by a shuttle.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....
Injured by a spindle.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....
Injured by an elevator.....	.....	.....	1	.....	1	.....	1	2	.....	.....	.....	.....
Falling from a building, etc.	.....	1	.....	.....	.....	1	1	1	.....	1	2	5
Collapse of a building.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....
Injured by drawing frame.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....
Run over by train.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Ignition of cotton, etc.....	.....	.....	1	2	.....	.....	.....	.....	1	3	.....	.....
Falling material.....	.....	.....	.....	.....	.....	.....	.....	.....	3	8	1	5
Blood poisoning.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
Flying material.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Unclassified.....	1	.....	.....	.....	.....	.....	2	2	.....	.....	.....	.....
Total.....	3	2	3	3	2	3	23	30	46	41	37	35

## FOOD AND TOBACCO PREPARATION.

Injured by machinery, belting, etc.	1	.....	5	3	2	4	12	23	27	22	23	35
Falling from vehicles.....	.....	2	.....	1	1	.....	6	10	2	2	5	.....
Falling from a ladder.....	.....	.....	.....	.....	1	.....	1	3	.....	.....	.....	.....
Falling in various ways not specified	3	.....	4	.....	.....	.....	9	6	14	17	6	16
Injured by bursting bottles.....	1	.....	.....	.....	.....	.....	2	4	.....	.....	.....	.....
Run over.....	1	1	.....	.....	2	1	.....	2	.....	.....	.....	2
Injured by elevators.....	1	1	1	3	3	.....	4	6	2	3	9	6
Scalded by hot water.....	.....	.....	.....	.....	.....	.....	3	4	10	.....	4	6
Injured by falling of tree.....	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....
Injured by live stock.....	1	.....	.....	1	.....	.....	.....	2	2	2	4	.....
Crushed by goods in workshop, etc.	.....	.....	.....	.....	2	.....	3	2	.....	.....	2	2
Injured by a knife or tools.....	.....	.....	1	.....	3	.....	1	2	7	2	4	.....
Injured by a dough mixer.....	.....	.....	.....	.....	.....	.....	1	2	.....	.....	.....	.....
Explosion of gas, etc.....	2	.....	1	2	.....	2	.....	9	7	12	3	2
Drowned.....	.....	.....	3	1	.....	1	.....	.....	.....	.....	.....	1
Smothered in grain bin.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....
Electric shock.....	.....	.....	.....	3	.....	1	.....	.....	1	2	.....	1
Dropped dead while fighting fire.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....
Railway accident.....	.....	.....	1	3	.....	.....	.....	.....	.....	.....	.....	2
Falling material.....	.....	.....	1	1	.....	.....	.....	.....	7	12	3	8
Runaways.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Exposure.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Collisions.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Unclassified.....	1	.....	.....	.....	.....	.....	13	.....	.....	.....	.....	.....
Total.....	6	9	20	18	14	9	55	76	79	74	63	86

## LEATHER TRADES.

Injured by machinery, belting, etc.	1	4	2	.....	1	.....	1	6	11	2	4	4
Burned in a fire.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Falling.....	.....	.....	1	.....	.....	1	.....	1	2	1	.....	2
Unclassified.....	1	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....
Injured by elevator.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	1	.....
Injured by boiling tallow.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Tools.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Falling material.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Blood poisoning.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
Total.....	2	6	3	.....	3	2	4	7	13	3	5	9

## SESSIONAL PAPER No. 36.

## RAILWAY SERVICE.

Causes of Accidents.	Killed.						Injured.					
	1904	1905	1906	1907	1908	1909	1904	1905	1906	1907	1908	1909
Struck by engines, etc.....	53	37	27	42	15	1	35	27	44	16	16	3
In collisions.....	33	25	45	37	33	31	77	43	54	39	51	35
Derailing of engines, etc.....	18	16	12	30	25	42	24	33	29	18	42	56
When coupling.....	12	20					24	35				
Falling from trains and cars.....	22	6	14	17	15	26	49	31	53	52	47	59
Falling from train and run over.....	26	39					3	16				
Foot catching in frogs, etc., and run over.....	5	3					5	6				
Run over by trains, etc.....	47	23	62	106	95	93	23	10	33	44	33	30
Injured by explosions.....	3	3	5	2	4	3	5	12	4	2	13	17
Injured by blasting, dynamite, etc.....	20		43	51	76	26	12	9	41	49	28	5
Crushed between cars, engines, etc.....	10	20	21	33	16	14	16	28	30	58	28	26
Crushed in round-houses and shops.....	2						5	3				
Striking objects when on moving trains and cars.....	1	4	5	2	6	5	2	23	3	5	4	4
Injured by falling snow and rocks, etc.....	4		6	11	19			3	18	46	33	
Injured by electric shock.....	2					2		1				
Struck by falling material.....	1					24	8	10				31
Struck by falling metal.....		6					5	16		1		
Falling in other ways.....	4	2					15	4				
Injured by tools.....							3	3	4	3		
Injured by machinery, belting, etc.....		1	1		6	5		9	10	4	16	12
Injured by an elevator.....		2					1					
Drowned.....			4	8	9	8						
Asphyxiated by gasoline fire.....			2		3							
Struck by lightning.....			4		1						1	1
Lost on prairie, frozen.....			1			1						
Burned to death.....				2	1							
Sunstroke.....				1	1	1						
Injured by flying material.....										4		2
Blood poisoning.....					1	1						
Unclassified.....	10	8					30	9				
Burned and scalded.....												11
Assaulted by tramps.....												1
Total.....	273	215	252	342	326	283	342	331	323	337	316	293

## NAVIGATION.\*

Causes of Accidents.	Killed.					Injured.				
	1905	1906	1907	1908	1909	1905	1906	1907	1908	1909
Drowning.....	101	92	62	46	62					
Injured by falling material.....		3	5	3	8	20	24	19	22	11
Caught in hawser.....						1				
Falling into hold, etc.....	8	9	17	18	16	20	18	30	23	26
Explosions of gas, etc.....	8	1	1	8	1	14	5	12	6	19
Struck by engine.....	2	3	2							
Struck by merchandise.....		1				5	5			
Struck by derricks, cranes, etc.....	4		6		1	14		1	2	
Injured by fire on vessel.....	1	1	5	3		11		4	1	
Frozen to death.....	1									
Electric shock.....		1	1							
Injured by machinery.....		2	1	2	1		1	6	5	6
Crushed between wharf and vessel.....		2								
Discharge of firearms.....							1			
Flying material.....		1			4				1	8
Exposure.....		1					6	1		
Injured by railways.....				4	1				1	
Injured by vehicles.....										
Sunstroke.....									1	
Asphyxiation.....										16
Burns or scalds.....					1					4
Live stock.....										1
Unclassified.....	3									
Total.....	128	117	100	84	95	85	61	74	62	91

\*This group of trades was included with general transport in 1904.



## GENERAL TRANSPORT.

Causes of Accidents.	Killed.						Injured.					
	1904	1905	1906	1907	1908	1909	1904	1905	1906	1907	1908	1909
Drowned.....	33	69	4	9	1	2				64		3
Falling on board ship.....	6	9					14	22				
Falling from vehicles.....	50	6	8		3		59	52	20		8	1
Falling from vehicles and run over.....	1	6	4	11	7	4		10	16	11	8	9
Falling from scaffolding.....			2				1	2				
Falling from a building.....	1											
Falling in various ways not specified.....	2				11	13	7		56		49	76
Crushed between a boat and wharf.....	2	3					4	4				
Injured by elevators and hoists.....	6	3	1				6	4		6		
Injured by blastings and explosions.....	3							1		1		
Struck by trains.....	4	5	5	2	4		3		8	10	1	
Run over by trains and cars.....	3	3	2	2		3	3	5		9		
Run over by vehicles.....	1	1					6	2				
Collisions with street cars.....		3			4		6	24			13	
Struck by timber, wood, etc.....	4		1	2			10	22		3		
Struck by wagon loads.....	3	1					4	2				
Struck by buckets.....	3				1		1				2	
Injured by machinery, belting, etc.....	4	3		2		1	5	10	7	14		7
Struck by freight.....	2		2	3			5	10	7	14		
Struck by falling coal.....	2						1	1				
Crushed between cars and vehicles.....	2					1	1					8
Injured by falling earth, etc., in cave-in.....	3		1	3	8		1	1	6		13	
Derailing of a train.....	1							1				
Injured by live stock.....	5	3	2	8	5	4	8	15	20	13	17	14
Exposure.....	1	1	1			1		2				
Crushed between cars and shed, etc.....	1			3				3		13		
Struck by lightning.....							1					
Struck by falling metal.....							3	2	19			
Struck by vehicles.....							3	2		6		
Scalded.....							2					
Caught by hawsers and anchor chains.....							3	1				
Burned in fire on a ship.....		3	1		1		2	11			4	
Struck by a pulley.....							2					
Falling material.....		1				6			6			17
Collisions.....			12	5		7	1		13	13	28	39
Runaways.....				4	9	7				11	16	21
Electric shock.....				1						2	1	3
Flying material.....												3
Burns or scalds.....						1						1
Unclassified.....		20					10	20				
Total.....	103	140	45	55	54	50	168	234	178	193	135	193

## CIVIC EMPLOYEES.\*

	Killed.					Injured.				
	1905	1906	1907	1908	1909	1905	1906	1907	1908	1909
Injured by falls on way to fire, at fires, etc.....	4	1	2	4	4	53	43	29	22	27
Injured by falling material.....	2		1	6	4	10	6	27	12	28
Injured by collision.....						3	5	6		12
Injured while arresting prisoners.....				2		5	7	1	4	
Injured while lifting a tile.....		1	1							
Injured in an elevator.....						1	2			
Struck by engine.....			2				1	2	2	
Asphyxiated.....		1		3			1		4	11
Explosion of gas, etc.....			1	2	2		1	10	2	
Run over by vehicles.....				1				2	5	
Injured by live stock.....								2	2	1
Injured by tools.....								1		
Drowned.....			1							
Electric shock.....			1	1						
Machinery.....									2	1
Flying material.....										1
Firearms.....					1					4
Runaways.....										6
Blood poisoning.....					1					
Total.....	7	5	6	19	12	72	66	80	55	91

\*This group was constituted a distinct unit in 1905.

## SESSIONAL PAPER No. 36.

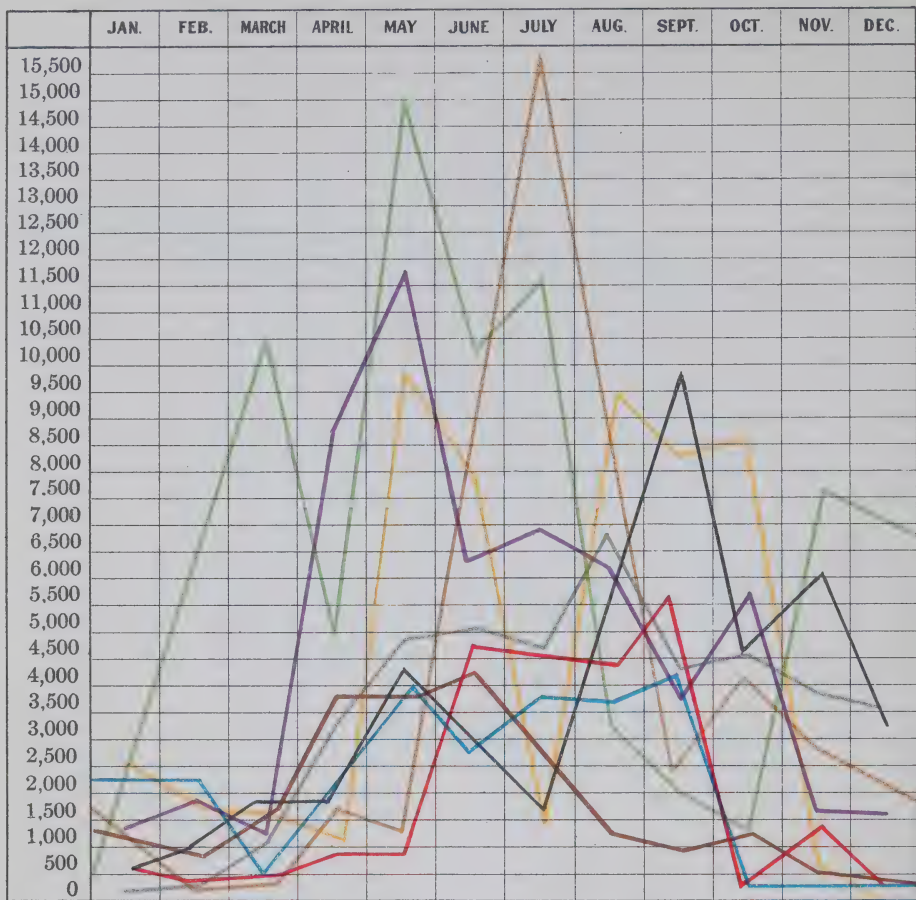
## MISCELLANEOUS TRADES.

Causes of Accidents.	Killed.						Injured.					
	1904	1905	1906	1907	1908	1909	1904	1905	1906	1907	1908	1909
Blasting, explosions of dynamite, etc.	7	5	2	11	11	14	2	18	19	30	18	39
Other explosions.....	3	5	2	.....	9	7	2	9	22	.....	16	31
Boiler explosions.....	.....	2	.....	.....	.....	.....	4	9	.....	.....	.....	.....
Injured by machinery, belting, etc.	4	20	7	5	6	4	26	48	75	48	31	36
Railway accidents.....	4	3	6	3	.....	.....	8	8	4	2	14	4
Falling from vehicles.....	1	.....	2	4	1	.....	4	13	5	9	.....	.....
Falling from buildings.....	1	2	.....	1	.....	.....	17	5	1	5	.....	.....
Collapse of buildings.....	3	1	.....	.....	.....	.....	16	1	.....	.....	.....	.....
Falling from scaffolding.....	.....	1	1	.....	.....	.....	3	.....	1	.....	.....	.....
Falling in various ways not specified	4	7	1	4	10	5	13	15	56	21	31	13
Poisonous fumes.....	3	1	9	1	.....	.....	11	.....	.....	.....	.....	.....
Injured in various ways at fires.....	.....	.....	.....	1	.....	.....	27	3	.....	11	.....	.....
Struck by falling wood.....	1	1	.....	.....	1	.....	1	6	.....	.....	.....	.....
Drowned.....	3	16	7	8	.....	5	.....	.....	.....	.....	.....	3
Injured by live stock.....	2	1	1	2	.....	2	5	5	5	4	.....	1
Elevator accidents.....	.....	4	5	2	1	5	9	1	4	6	17	7
Injured by cave-in of earth.....	.....	.....	3	3	.....	.....	.....	.....	4	.....	.....	.....
Injured by electricity.....	.....	.....	1	1	2	3	.....	.....	.....	.....	1	.....
Injured by exposure.....	.....	.....	.....	.....	2	.....	.....	.....	1	1	1	.....
Suffocated in a fire.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....
Heart failure.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....
Discharge of firearms.....	.....	.....	1	1	1	.....	.....	.....	2	1	1	.....
Burned to death.....	.....	.....	2	5	2	.....	.....	.....	.....	.....	.....	.....
Struck by falling material.....	.....	.....	2	9	2	.....	.....	.....	27	30	18	.....
Ruptured artery in struggle with patient.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
Runaways.....	.....	.....	.....	.....	3	2	.....	.....	.....	.....	6	1
Smothered in cement.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....
Asphyxiated by gas.....	.....	.....	.....	.....	7	2	.....	.....	.....	.....	.....	.....
Injured by tools.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	1	2
Exposure.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Burns and scalds.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	3
Flying material.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
Run over.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	4
Assaulted by prisoner.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Unclassified.....	5	2	1	.....	.....	.....	30	18	.....	.....	.....	.....
Total.....	41	71	56	62	61	54	178	159	226	168	156	152

## UNSKILLED LABOUR.

Falling from buildings.....	4	.....	2	.....	.....	.....	8	7	.....	1	.....	.....
Falling from scaffolding.....	1	.....	1	.....	.....	.....	6	2	.....	.....	.....	.....
Struck by falling wood.....	.....	2	4	.....	.....	.....	12	13	15	.....	.....	.....
Falling from vehicles.....	.....	1	.....	1	8	5	3	1	25	2	4	.....
Falling in other ways.....	2	4	5	7	12	4	7	21	.....	22	12	32
Struck by falling stones, bricks, etc.	5	7	1	14	11	7	13	35	50	82	59	53
Injured by elevators and hoists.....	.....	1	.....	1	1	1	1	5	8	4	1	2
Injured by caving-in of earth.....	4	5	7	4	7	.....	5	10	3	2	3	.....
Injured by derricks and cranes.....	1	2	.....	.....	5	.....	9	5	.....	.....	.....	.....
Drowned.....	1	1	7	.....	.....	4	.....	3	.....	.....	.....	1
Blasting explosions of dynamite, etc.	2	7	1	1	9	4	15	10	7	5	20	14
Injured by machinery, belting, etc.	.....	2	.....	1	3	1	3	12	13	17	13	5
Struck by falling metal.....	1	.....	.....	.....	.....	.....	8	2	.....	.....	.....	.....
Collapse of part of building.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Railway accidents.....	.....	16	10	4	8	.....	.....	15	5	11	9	4
Run over by vehicles.....	.....	.....	.....	1	.....	21	.....	.....	2	6	.....	4
Injured by exposure.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....
Injured by tools.....	.....	.....	.....	.....	1	.....	.....	.....	5	1	4	6
Injured by live stock.....	.....	.....	1	.....	.....	.....	.....	.....	4	1	2	2
Asphyxiated by gas.....	.....	.....	.....	.....	3	.....	.....	.....	3	.....	.....	.....
Injured by electric shock.....	.....	.....	3	.....	2	5	.....	.....	1	.....	.....	.....
Struck by flying objects.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	3	.....
Smothered in grain bin.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....
Blood poisoning.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
Unclassified.....	10	6	.....	.....	.....	.....	29	2	.....	.....	.....	.....
Total.....	30	57	43	34	71	64	119	143	142	154	130	123

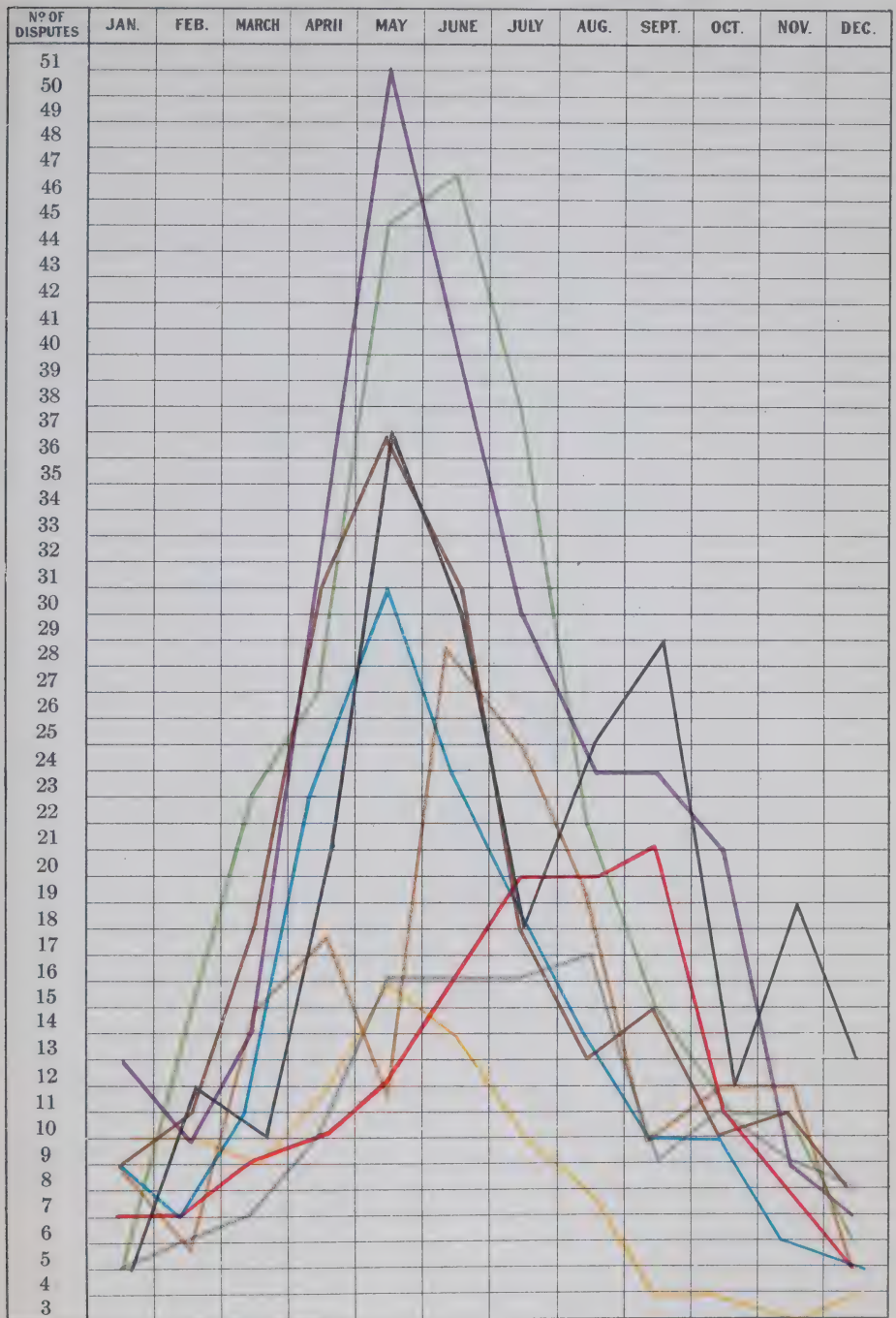
CHART SHOWING VARIATION IN NUMBER OF EMPLOYES INVOLVED IN TRADE  
DISPUTES IN CANADA EACH MONTH DURING 1901 TO 1909 INCLUSIVE.



1901	1906
1902	1907
1903	1908
1904	1909
1905	

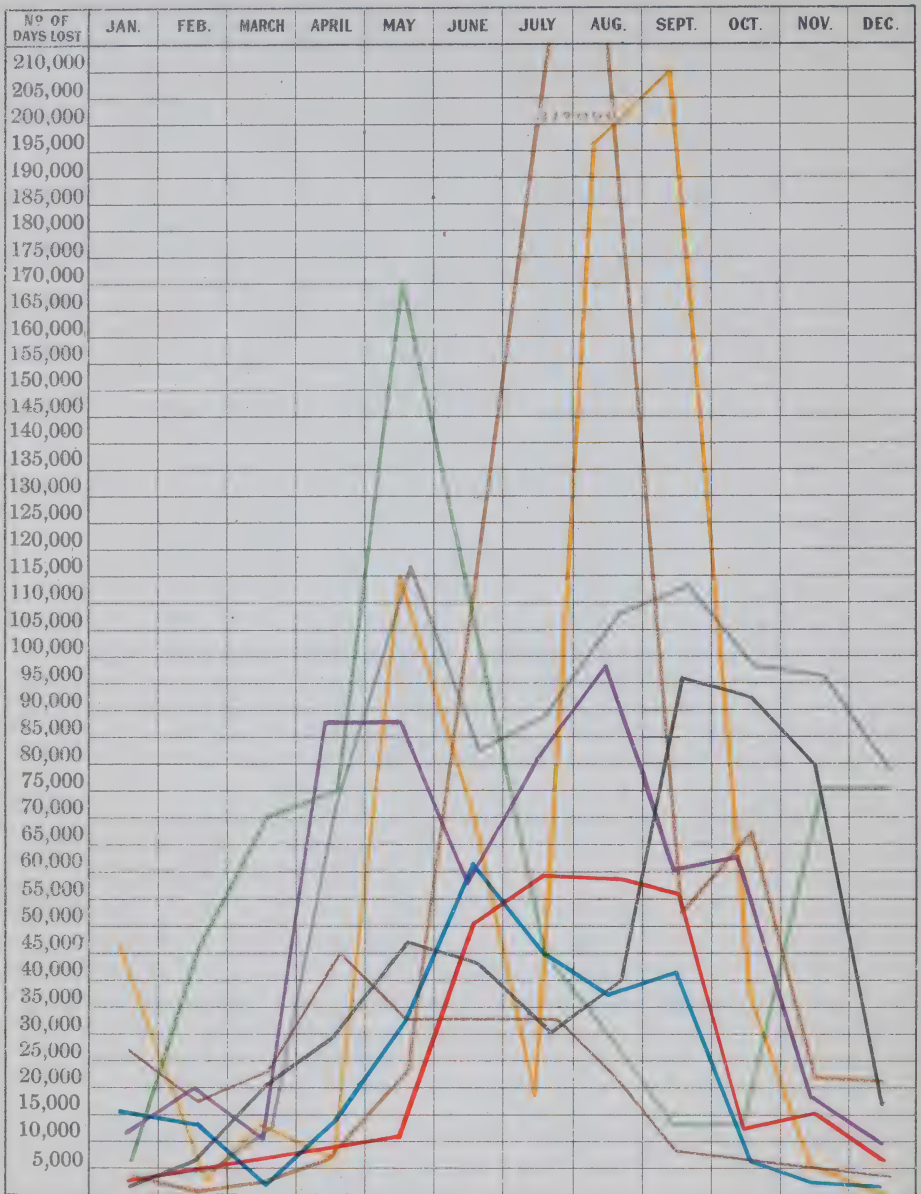


CHART SHOWING VARIATION IN NUMBER OF TRADE DISPUTES IN CANADA EACH MONTH  
DURING THE YEARS 1901 TO 1909 INCLUSIVE.



1901	1906
1902	1907
1903	1908
1904	1909
1905	

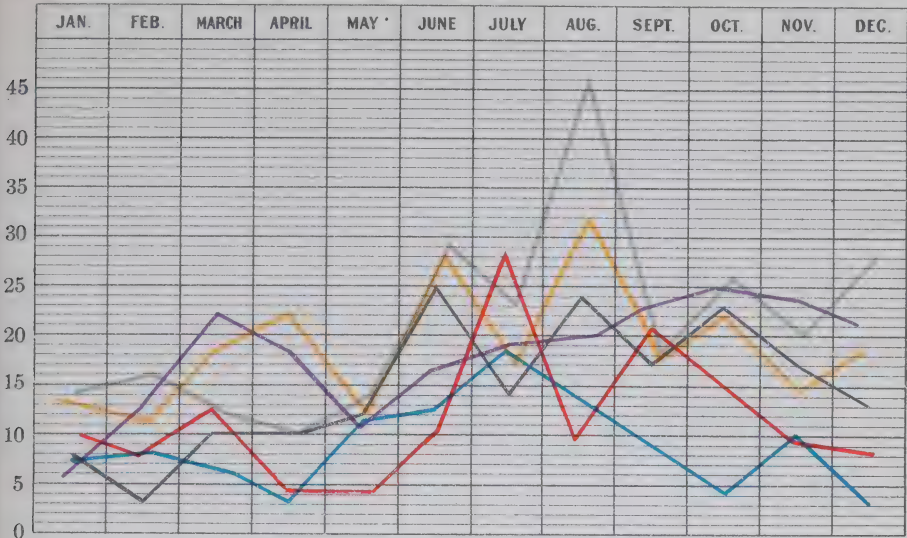
CHART SHOWING LOSS OF TIME IN WORKING DAYS THROUGH TRADE DISPUTES  
BY MONTHS DURING THE YEARS 1901 TO 1909



1901	—	1906	—
1902	—	1907	—
1903	—	1908	—
1904	—	1909	—
1905	—		

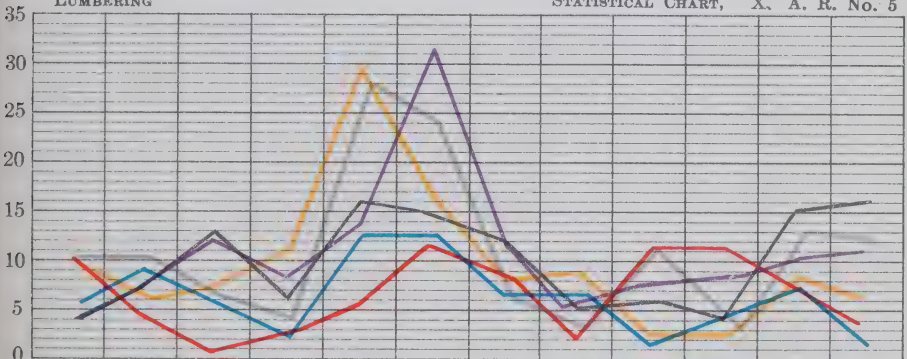
DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS  
TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1909.

AGRICULTURE



LUMBERING

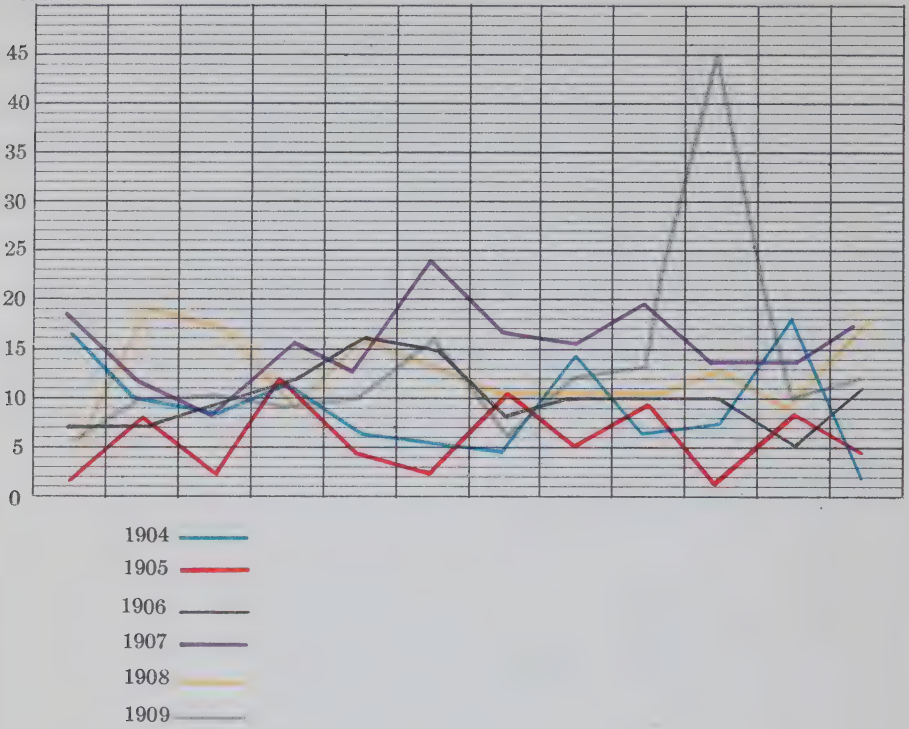
STATISTICAL CHART, X, A. R. No. 5



- 1904 ———
- 1905 ———
- 1906 ———
- 1907 ———
- 1908 ———
- 1909 ———

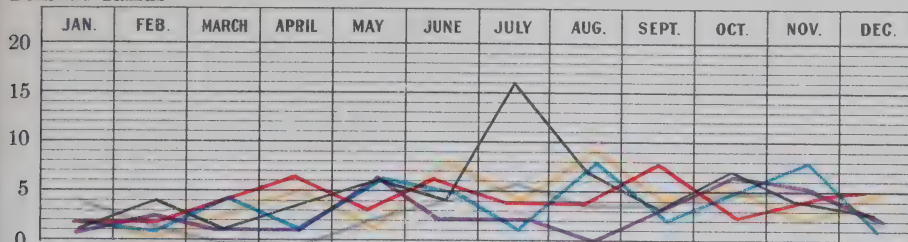


DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS  
MINING TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1906.



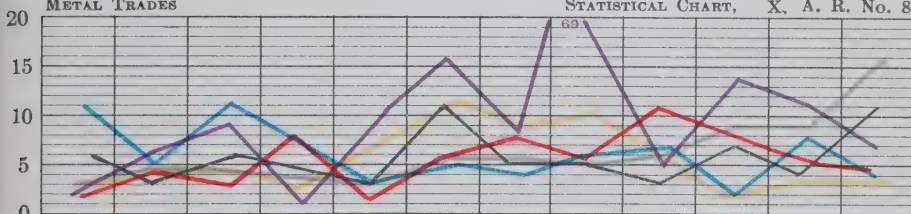
DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS  
TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1906.

BUILDING TRADES



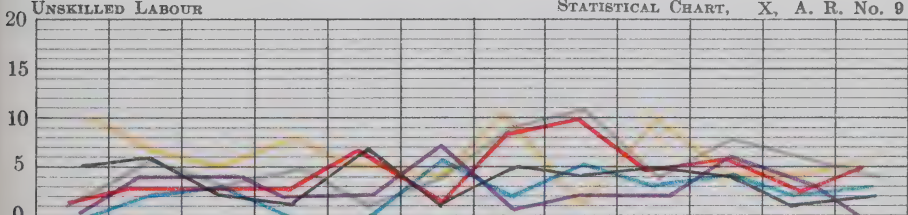
METAL TRADES

STATISTICAL CHART, X, A. R. No. 8



UNSKILLED LABOUR

STATISTICAL CHART, X, A. R. No. 9



1904 —

1905 —

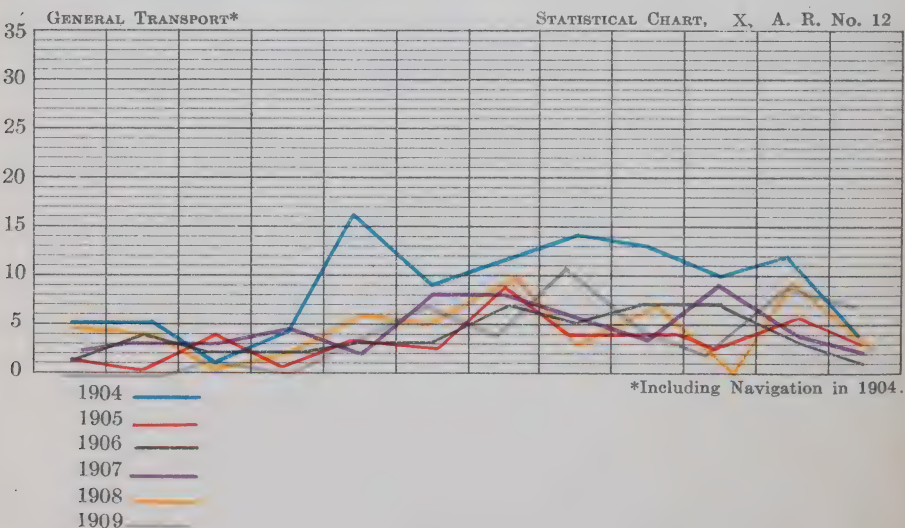
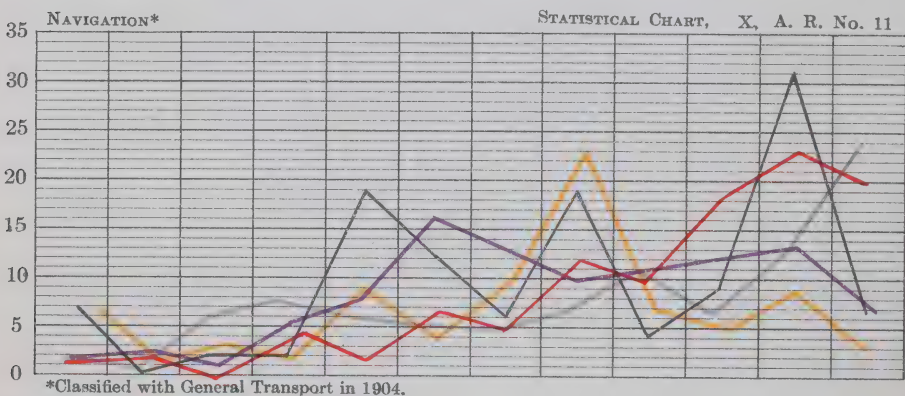
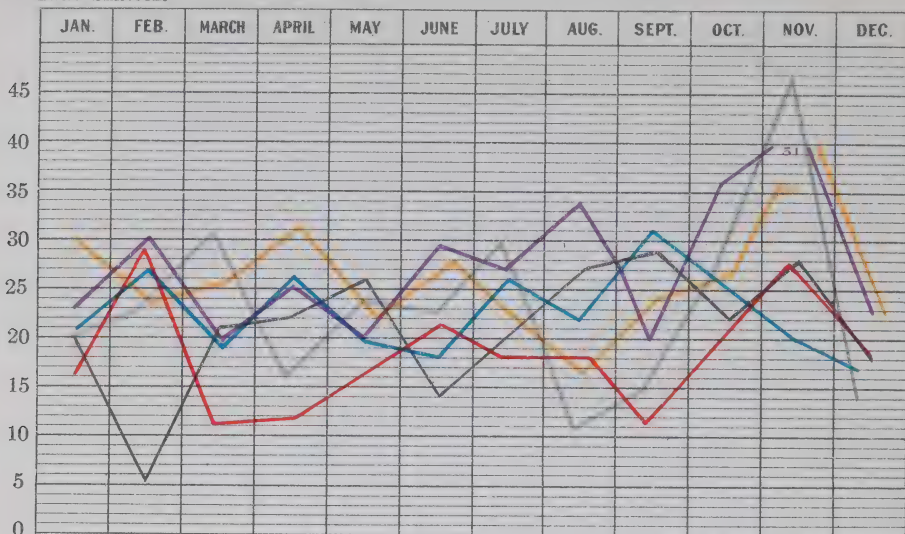
1906 —

1907 —

1908 —

1909 —

DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS  
TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1906.  
RAILWAY SERVICE.





## XI.—THE LIBRARY OF THE DEPARTMENT.

The principal event in regard to the library of the Department during the past fiscal year was the removal into new quarters, where the publications are now housed in a suitable room containing modern library furniture and equipment. The growth of the Department in recent years had precluded the allotment of adequate space to the library in its former situation, but with the present facilities, it will be possible to make additions to the literature in the Department to a reasonable extent for some time to come, and thus lay the foundations of a thoroughly representative collection of publications relating to industrial subjects. Opportunity for research is afforded to students and others interested in labour problems, tables and chairs being placed in the library for their use, while the card catalogue provides a ready means of securing material in the Department bearing on particular subjects.

During the year, 104 books of reference were added to the library, 180 Government publications, 110 trade and labour journals, and 31 other periodicals. There were received, besides, a large number of pamphlets on a variety of subjects. In view of the prospective appointment of a Royal Commission on Technical Education, special efforts were made to procure publications relating to technical education in the principal countries of the world, and a large number of books and pamphlets on this subject were added to the library. A collection of the constitutions of trade unions in Canada and the United States was also begun, in which matter assistance was given by the Secretaries of many labour organizations, to whom the Department is indebted for their kindness in forwarding these valuable documents. The commencement of an investigation into the cost of living in Canada, which is to form a regular branch of the work of the Department, necessitated the addition to the library of a number of trade journals which publish price lists of the various commodities in which they are interested.

Official reports were received for the first time from the Governments of Paraguay, Uruguay, the State of Oklahoma, the Cape of Good Hope and the Transvaal. The following periodicals were also received for the first time: *American Silk Journal*, *Canadian Miller and Grain Elevator*, *Canadian Painter and Decorator*, *Canadian Pharmaceutical Journal*, *Canadian Railroad Employee*, *The Grain Growers' Guide*, *The Fruit Magazine*, *Labour's Realm*, *The Plasterer*, *The Teamsters' Magazine* and *The Pittsburg Legal Journal*.

Attention was called in the columns of the *Labour Gazette* to the principal Government reports which were added to the library from time to time, and seventy-six of these publications were reviewed during the fiscal year.

A catalogue of Government reports and other publications relating to industrial and labour conditions, and of trade, labour and economic periodicals received at the Department during the fiscal year, is published herewith.

CATALOGUE OF REPORTS AND OTHER DOCUMENTS ADDED TO THE  
LIBRARY OF THE DEPARTMENT OF LABOUR DURING THE  
YEAR ENDED MARCH 31, 1910.

CANADA:

*Department of Labour:*

	YEAR.
The <i>Labour Gazette</i> , Vol. IX, Nos. 10 to 12; Vol. X, Nos. 1 to 9	1909-1910
The Ninth Annual Report.....	1908-1909

*Department of Mines:*

Summary Report of the Mines Branch for the nine months ending December 31.....	1908
The Production of Iron and Steel in Canada during the calendar years 1907 and 1908. By John McLeish, B.A.....	1909
Joint Report on the Bituminous, or Oil Shales of New Brunswick and Nova Scotia; also on the Oil Shales Industry of Scotland.....	1910
A Geological Reconnaissance of the Region Traversed by the National Transcontinental Railway between Lake Nipigon and Clay Lake, Ontario. By W. H. Collins.....	1909
Iron Ore Deposits of Vancouver and Texada Islands, British Columbia. By Einar Lindeman.....	1910
Preliminary Report on the Mineral Production of Canada during the calendar year.....	1909
Bulletin No. 1. Investigation of the Peat Bogs and Peat Industry of Canada during the season 1908-9. By Erik Nylstrom, M.E., and S. A. Anrep, M.E.....	1910
Report on Iron Ore Deposits of Nova Scotia. Part I. By S. E. Woodman.....	1909
Report on the Tungsten Ores of Canada. By T. A. Walker..	1909
The Coal Fields of Manitoba, Saskatchewan, Alberta and Eastern British Columbia. By D. B. Dowling.....	1909
Reports on a Portion of Algoma and Thunder Bay Districts, Ontario. By W. G. Wilson. And on the Region Lying North of Lake Superior between the Pic and Nipigon Rivers. By W. H. Collins.....	1909
The Whitehorse Copper Belt, Yukon Territory. By R. G. McConnell.....	1909
A Descriptive Sketch of the Geology and Economic Minerals of Canada. By G. A. Young.....	1909
Report on the Chrome Iron Ore Deposits of the Eastern Townships, Province of Quebec. By Fritz Cirkel.....	1909

## SESSIONAL PAPER No. 36.

*Department of Agriculture:*

Annual Report.....	1908-1909
Report of the Dairy and Cold Storage Commissioner.....	1908-1909
Canadian Patent Office Record, April, 1909, to March.....	1910
Experimental Farms. Reports for the Year ending March 31.....	1909
The Cattle Trade of Western Canada. Special Report. By S. G. Rutherford.....	1909

*Department of the Interior:*

Annual Report.....	1908-1909
Forest Conditions in the Crow's Nest Valley, Alberta. By H. R. Macmillan.....	1909
Forest Fires in Canada during 1908. By H. R. Macmillan....	1909

*Department of Indian Affairs:*

Annual Report.....	1908-1909
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*Department of Finance:*

Report of the Superintendent of Insurance.....	1908
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*Department of Inland Revenue:*

Report, Returns and Statistics of the Inland Revenues of Canada.....	1908-1909
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*Department of Justice:*

Report as to Penitentiaries of Canada.....	1908-1909
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*Department of Marine and Fisheries:*

Annual Report, Fisheries.....	1908-1909
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*Department of Public Works:*

Annual Report.....	1908-1909
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*Department of Railways and Canals:*

Annual Report.....	1908-1909
Railway Statistics for the Year ended June 30.....	1909
Report of the Hudson's Bay Railway Surveys.....	1909



*Department of Trade and Commerce:*

Annual Report..... 1908-1909

*House of Commons:*

Evidence taken before the Marine and Fisheries Committee  
Respecting the Lobster Industry, during the Session of... 1909

*Railway Commission:*

Third Annual Report for the Year ended March 31..... 1908

## NOVA SCOTIA:

Report of the Department of Mines..... 1909  
Provincial Secretary's Report for the Year ended September  
30..... 1909  
Provincial Health Officer's Report..... 1909  
Ninth Annual Report on Penal Institutions of Nova Scotia... 1909  
Annual Report of the Secretary for Agriculture for the Year.. 1909  
Second Annual Report of the Factories Inspector..... 1909  
Report on Public Charities for the Year ended September 30.. 1909

## QUEBEC:

General Report of the Minister of Public Works and Labour.. 1908-1909

## ONTARIO:

*Bureau of Labour:*

Tenth Annual Report..... 1909

*Department of Agriculture:*

Annual Report, Vols. I, II..... 1908  
Annual Report of the Agricultural Societies of Ontario and of  
the Convention of the Ontario Association of Fairs and  
Exhibitions for..... 1909  
Report of the Bureau of Industries for..... 1908  
Annual Report of the Bee-keepers' Association of Ontario for. 1908  
Annual Reports of Dairymen's Associations..... 1908  
Reports of the Farmers' Institutes for..... 1908  
Annual Report of the Ontario Agricultural and Experimental  
Union ..... 1908

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Annual Reports of the Fruit Growers' Association, Fruit Experiment Stations and Entomological Society of Ontario.	1908
Annual Reports of the Live Stock Associations.....	1909
Third Annual Report of the Poultry Institute of Ontario.....	1909
Report on Women's Institutes.....	1909
Report of the Milk Commission.....	1909
Report of the Vegetable Growers' Association.....	1908
Report of the Horticultural Societies.....	1908

*Department of Education:*

Annual Report.....	1908
Report to the Board of Education, City of Toronto, on Technical Schools in the United States.....	1909

*Miscellaneous Reports:*

Report of the Bureau of Mines.....	1909
Report on the Care of the Feeble-Minded.....	1909
Report on Hospitals for the Insane.....	1908
Report of the Ontario Railway and Municipal Board.....	1908
The Province of Ontario, Canada, Situation and Size, Climate, Products, Resources, Progress and Advantages.	1909
Report of the Game and Fisheries Department.....	1908
Report of the Superintendent of Neglected and Dependent Children for.....	1908

## SASKATCHEWAN:

Annual Report of the Department of Agriculture.....	1908
Department of Agriculture Bulletin No. 8. Final Report on Grain Crops and Live Stock for.....	1908

## ALBERTA:

Annual Report of the Department of Agriculture.....	1908
Annual Report of the Department of Public Works.....	1908

## BRITISH COLUMBIA:

Royal Commission of Inquiry on Timber and Forestry. Interim Report.....	1910
Annual Report of the Public Schools.....	1908-1909

## THE UNITED KINGDOM:

*Labour Department: Board of Trade.*

The <i>Labour Gazette</i> , Vol 17, April to December, 1908; Vol. 18 January to March.....	1910
Directory of Industrial Associations in the United Kingdom for Seventh Report of Proceedings under the Conciliation (Trade Disputes) Act, 1896, during 1907-1909.....	1910
Thirteenth Abstract of Labour Statistics of the United Kingdom, 1907-1908.....	1910
Report of an Inquiry by the Board of Trade into the Earnings and Hours of Labour of Workpeople of the United Kingdom. I. Textile Trades in 1906. III. Building and Woodworking Trades in 1906.....	1910
Report of an Inquiry into Working Class Rents, Housing and Retail Prices, together with the Rates of Wages in certain Occupations in the Principal Industrial Towns of France..	1909
Report on Trade Unions in 1905-1907, with Comparative Statistics for 1898-1907.....	1909
Copy of Tables Relating to Emigration and Immigration from and into the United Kingdom in the Year.....	1908
Standard Time Rates of Wages in the United Kingdom at October 1.....	1909

*Commercial Department: Board of Trade.*

The <i>Board of Trade Journal</i> , April, 1909, to March.....	1910
Statistical Abstract for the United Kingdom in each of the last fifteen years from 1894 to.....	1908
Report upon the Conditions and Prospects of British Trade in Canada. By Mr. Richard Grigg, Special Commissioner of the Advisory Committee on Commercial Intelligence....	1910
Statistical Abstract for the Principal and other Countries in each year from 1897 to.....	1907-1908
Annual Statement of the Navigation and Shipping of the United Kingdom for the Year.....	1908

*Railway Department: Board of Trade.*

Returns of Railway Accidents during the year ending December 31.....	1908
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*Other Government Publications:*

Fourteenth Annual Report of the Proceedings of the Registrars under the Building Societies' Acts.....	1908
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## SESSIONAL PAPER No. 36.

Reports on Friendly Societies, Workmen's Compensation Schemes, Industrial and Provident Societies and Trade Unions.....	1908
Statistical Memoranda and Charts Prepared in the Local Government Board Relating to Public Health and Social Conditions.....	1910
Report of the Proceedings of the Inspection Committee of Trustee Savings Banks for the year ended November 20..	1909
Reports of the Chief Registrar of Friendly Societies for the year ending December 31, 1908. Part C., Trade Unions..	1909
Correspondence Respecting the Application to British Subjects of the Benefits of the Swedish Law in Regard to Workmen's Compensation for Accidents.....	1910
Preliminary Tables of Cases of Industrial Poisoning, Fatal and Non-Fatal Accidents and Dangerous Occurrences in Factories, Workshops, etc., during the year.....	1909
Report of the Royal Commission on the Poor Laws, and Relief of Distress, 1909. Appendix Vol. XII. Memoranda by individual Commissioners on various subjects..	1910
Appendix Vol. VI. Minutes of Evidence.....	1910
Appendix Vol. VII. Minutes of Evidence.....	1910
Appendix Vol. XI. Report by Mr. Cyril Jackson on Boy Labour, together with the Memorandum from the General Post Office on the Conditions of Employment of Telegraph Messengers.....	1909 1909
Appendix Vol. XVIII. Report on the Condition of the Children who are in Receipt of the Various Forms of Poor Law Relief in England and Wales.....	1910
Return for Copy of Explanation of References to Statutes in the Housing, Town-Planning, etc., Bill.....	1909
Thirty-eighth Annual Report of the Local Government Board. Part I. Administration of the Poor Law, the Unemployed Workmen Act and the Old Age Pensions Act.....	1908-1909
Annual Statement of the Trade of the United Kingdom with Foreign Countries and British Possessions, 1908, Compared with the Four Preceding Years. Vols. I and II....	1909
International Labour Office Bulletin. Vol. II, No. 4; Vol. III, No. 1.....	1907-1908
Report of the Fifth General Meeting of the Committee of the International Association for Labour Legislation.....	1908

## COMMONWEALTH OF AUSTRALIA:

Summary of Commonwealth Production Statistics for the Years 1901 to.....	1907
Summary of Commonwealth Statistics of Transport and Communication for the Years 1901 to.....	1908

1 GEORGE V., A. 1911

Shipping and Oversea Migration for the Year.....	1908
Trade, Shipping, Oversea Migration and Finance for the Months of February, March, April, May, June, July, August.....	1909
Summary of Australian Financial Statistics, 1901 to.....	1908
Population and Vital Statistics. Bulletins Nos. 13, 14 and 16.	1908
Official Year Book, No. 2.....	1901-1908
Bureau of Census and Statistics. Bulletins 3 and 4.....	1909

## NEW SOUTH WALES:

*Department of Labour and Industry:*

Industrial Arbitration Reports and Records, Vol. VII, Parts 3, 4; Vol. VIII, Parts 1, 2.....	1908-1909
Report on the Working of the Factories and Shops Act, etc., during.....	1908

*Department of Justice:*

Report of the Comptroller-General of Prisons for.....	1908
Labour Schedule (Prison).....	1909
Prison Regulations, October 20.....	1909

## NEW ZEALAND:

*Department of Labour:*

Journal of the Department of Labour, April, 1909, to March..	1910
Awards, Recommendations and Decisions under the Industrial Conciliation and Arbitration Act.....	1909

## CAPE OF GOOD HOPE:

Report of the Select Committee on Conducting of Factories and Fair Wage Clause.....	1906
Report of the Select Committee on the Factory Act.....	1906
Report of the Select Committee on Imported Contract Labour.	1908

## TRANSVAAL:

Mines Department, Administration Report of the Inspector of White Labour for the Year ended June 30.....	1909
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## SESSIONAL PAPER No. 36.

## UNITED STATES:

*Federal Department of Commerce and Labour:*

Seventh Annual Report of the Secretary of Commerce and Labour.....	1909
Twenty-Third Annual Report of the Commissioner of Labour.....	1909
Bulletin of the Bureau of Labour, Nos. 82 to 85, May to November.....	1909
Monthly Consular Trade Reports, April, 1909, to March.....	1910
Report of the Commissioner of Corporations on Cotton Exchanges. Parts IV and V.....	1909
Report of the Commissioners of Corporations on the Tobacco Industry. Part I.....	1909
United States of America <i>versus</i> Standard Oil Company. Vol. I. Brief of the Law for the Petitioners. Vol. II, Brief of Facts and Arguments for Petitioners.....	1909

*California:*

Special Labour Report on Remedies for Strikes and Lockouts.....	1910
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*Illinois:*

Fourth Bi-ennial Report.....	1886
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*Massachusetts:*

Labour Bulletin, April, 1909, to March.....	1910
Thirty-Ninth Annual Report of the Bureau of Statistics of Labour.....	1908
Statistics of Manufacturers.....	1908
Annual Summary of the Work of the Bureau of Statistics, and Recommendations of the Director.....	1910
Twenty-Third Annual Report of the State Board of Conciliation and Arbitration.....	1908
Decision of the State Board of Conciliation and Arbitration, May 14.....	1909

*Michigan:*

Twenty-Sixth Annual Report of the Bureau of Labour and Industrial Statistics, Including Annual Report of State Inspection of Factories.....	1909
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*Nebraska:*

Eleventh Bi-ennial Report of the Bureau of Labour and Industrial Statistics.....	1907-1908
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*New York:*

New York Labour Bulletin (quarterly) June, 1909, to March..	1910
Twenty-Fifth Annual Report of the Bureau of Labour Statistics.....	1907
Seventh General Report of the Bureau of Labour Statistics...	1907

*Ohio:*

Bulletin No. 32 of the Bureau of Labour Statistics. Report of Free Public Employment Offices.....	1890-1909
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*Oklahoma:*

First Annual Report of the Department of Labour.....	1908
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*Wisconsin:*

Thirteenth Bi-ennial Report of the Bureau of Labour and Industrial Statistics. Parts IV, V, VI.....	1907-1908
Fourteenth Bi-ennial Report. Parts I, II.....	1909-1910

## AUSTRIA:

Die Arbeitseinstellungen und Aussperrungen in Oesterreich wahrend des Jahres.....	1908
Soziale Rundschau 10 Jahrgang, Nos. 4 to 12, 1909; 10 Jahrgang, Nos. 1 to 3.....	1910
Ergebnisse der Arbeitsvermittlung in Oesterreich in den Jahren 1907 und 1908.....	1909
Vorschriften uber die Sonntagsruhe in gewerblichen Betriebe Oesterreichs .....	1909
Die Kollektiven Arbeits und Lohnvertrage in Oesterreich, abschlusse und Erneuerungen des Jahres .....	1907
Veranderungen im Stande der Gewerbe wahrend der Sieben Jahresperioden 1900-1901 bis.....	1906-1907
Bericht uber die Tatigkeit des K. K. Arbeitsstatistischen Amtes im Handelsministerium wahrend des Jahres.....	1908

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## BELGIUM:

Revue du Travail, avril, 1909 à mars .....	1910
Rapports Annuels de l'Inspection du Travail.....	1908
Bulletin du Comité Central du Travail Industriel, avril 1909 à mars.....	1910
Enquête sur la Pêche Maritime en Belgique.....	1909
L'office du Travail de 1895 à.....	1905
Les Industries à domicile en Belgique. Vol. X.....	1909

## FRANCE:

Bulletin de l'Office du Travail, avril 1909 à mars.....	1910
Statistique de Grèves et des Recours à la Conciliation et à l'Arbitrage survenus pendant l'année.....	1908
Enquête sur le Travail à Domicile dans l'Industrie de la Linge- rie. Tome II.....	1908
Conseil supérieur du Travail. Compte Rendu .....	1909
Annales du Musée Social, revues mensuelles, avril 1909 à mars.	1910
Mémoires et Documents, supplément aux Annales.....	1909-1910

## GERMANY:

Die Regelung des Arbeitsverhältnisses der Gemeindearbeiter in deutschen Städten. II. Die Arbeitsordnungen und son- stigen Bestimmungen zur Regelung des Arbeitsverhält- nisses.....	1909
Reichs-Arbeitsblatt, April, 1909, to March.....	1910

## ITALY:

Bolletino del l'Officio del Lavoro, April, 1909, to March.....	1910
Bolletino del l'Emigrazione, Nos. 4 to 12, 1909; Nos. 1 to 3...	1910
Lavatore della Miniere. Parti seconda. Il Contratto di lavoro.....	1909
Società Umanitaria Milano. Disoccupazione collocamenti sussidi in Milano nel.....	1906

## PARAGUAY:

Memoria de Correos y Telegrafos. Tomes I, II.....	1906-1907
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## RUSSIA:

Enseignement Primaire populaire en Russie. Tomes I, II, III, IV.....	1900-1902
Publications of the Imperial Free Economic Society.....	1909

## SPAIN:

Legislacion del Trabajo, Julio, 1908-Junio.....	1909
Boletin del Instituto de Reformas Sociales, April, 1909, to March.....	1910
Memoria del Servicio de Inspeccion en.....	1907

## SWITZERLAND:

Bulletin de l'Office International du Travail.....	1909-1910
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## URUGUAY:

Anuario Estadistico de le Republic Oriental del Uruguay, anos 1907-1908. Tomo I.....	1909
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## PART II.—TRADE AND LABOUR JOURNALS.

Advance Advocate, official organ of the International Brotherhood of Maintenance-of-Way Employees. Vol. XVIII, Nos. 4 to 12; Vol. XIX, Nos. 1 to 3, April, 1909, to March.....	1910
Amalgamated Sheet Metal Workers' Journal, Vol. XV, Nos. 4 to 12; Vol. XVI, Nos. 1 to 3, April, 1909, to March.....	1910
American Federationist. Vol. XVI, Nos. 4 to 12; Vol. XVII, Nos. 1 to 3, April, 1909, to March.....	1910
American Industries. Vol. VIII, No. 4 to Vol. IX, No. 3, April, 1909, to March.....	1910
American Pressman. Vol. XIX, Nos. 3 to 12; Vol. XXI Nos. 1, 2, 3, February, 1909, to March.....	1910
American Silk Journal. November, 1909, to March.....	1910
Blacksmiths' Journal. Vol. X, Nos. 4 to 12; Vol. XI, Nos. 1 to 3, April, 1909, to March.....	1910
Boilermakers' and Shipbuilders' Journal. Vol. XXI, Nos. 4 to 12; Vol. XXII, Nos. 1 to 3, April, 1909, to March.....	1910
Bookbinder International. Vol. X, Nos. 4 to 12; Vol. XI, Nos. 1 to 3, April, 1909, to March.....	1910
Bookseller and Stationer. Vol. XXV, Nos. 4 to 12; Vol. XXVI, Nos. 1 to 3, April, 1909, to March.....	1910
Brewery Workers' Journal. April, 1909, to March.....	1910
Bricklayer and Mason. Vol. XII, Nos. 4 to 12; Vol. XIII, Nos. 1 to 3, April, 1909, to March.....	1910
Bridgemen's Magazine. Vol. VII, No. 9, to Vol. VIII, No. 8, April, 1909, to March.....	1910
Canada Lumbermen. Vol. XXIX, Nos. 4 to 12; Vol. XXX, Nos. 1 to 3, April, 1909, to March.....	1910
Canadian Baker and Confectioner. Vol. XXI, Nos. 4 to 12; Vol. XXII, Nos. 1 to 3, April, 1909, to March.....	1910



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Canadian Dairyman. Vol. XXVIII, No. 1 to Vol. XXIX, No. 13, January, 1909, to March.....	1910
Canadian Dry Goods Review. Vol. XIX, Nos. 4 to 12; Vol. XX, Nos. 1 to 3, April, 1909, to March.....	1910
Canadian Electrical News. Vol. XIX, Nos. 4 to 12; Vol. XX, Nos. 1 to 3, April, 1909, to March.....	1910
Canadian Engineer. Vol. XVI, Nos. 4 to 12; Vol. XVII, Nos. 1 to 3, April, 1909, to March.....	1910
Canadian Grocer. Vol. XXV, No. 4, to Vol. XXVI, No. 3, April, 1909, to March.....	1910
Canadian Journal of Commerce. April, 1909, to March.....	1910
Canadian Journal of Fabrics. Vol. XXVI, Nos. 4 to 12; Vol. XXVII, Nos. 1 to 3, April, 1909, to March.....	1910
Canadian Machinery. April, 1909, to March.....	1910
Canadian Manufacturer. April, 1909, to March.....	1910
Canadian Miller and Grain Elevator. January to March.....	1910
Canadian Mining Journal. Vol. XXVIII, Nos. 4 to 12; Vol. XXIX, Nos. 1 to 3, April, 1909, to March.....	1910
Contract Record. April, 1909, to March.....	1910
Canadian Woodworker. April, 1909, to March.....	1910
Carpenter, The. Vol. XXIX, Nos. 4 to 12; Vol. XXX, Nos. 1 to 3, April, 1909, to March.....	1910
Carpenters' and Joiners' Monthly Reports. April, 1909, to March.....	1910
Cigar Makers' Official Journal. April, 1909, to March.....	1910
Coast Seamen's Journal. April, 1909, to March.....	1910
Commercial Intelligence. April, 1909, to March.....	1910
Commercial Telegraphers' Journal. Vol. VII, Nos. 4 to 12; Vol. VIII, Nos. 1 to 3, April, 1909, to March.....	1910
Coopers' International Journal. Vol. XVIII, Nos. 4 to 12; Vol. XIX, Nos. 1 to 3, April, 1909, to March.....	1910
Canadian Painter and Decorator. January to March.....	1910
Canadian Pharmaceutical Journal. January to March.....	1910
Canadian Railroad Employee. Vol. 1, Nos. 1 to 12; April, 1909, to March..	1910
Dun's Review. April, 1909, to March.....	1910
Electrical Worker. Vol. IX, No. 6, to Vol. X, No. 5, April, 1909, to March..	1910
Fishing Gazette. April, 1909, to March.....	1910
Fruit Magazine. February and March.....	1910
Garment Workers' Weekly Bulletin. April, 1909, to March.....	1910
Grain Growers' Guide. March.....	1910
Granite Cutters' Journal. April, 1909, to March.....	1910
Hardware and Metal. April, 1909, to March.....	1910
Horseshoers' Monthly Magazine. Vol. XI, Nos. 4 to 12; Vol. XII, Nos. 1 to 3, April, 1909, to March.....	1910
Industrial Banner. April, 1909, to March.....	1910
Industrial Canada. Vol. IX, No. 8, to Vol. X, No. 7, April, 1909, to March..	1910
Insurance and Financial Review. Vol. V, Nos. 4 to 12; Vol. VI, Nos. 1 to 3, April, 1909, to March.....	1910

International Musician. Vol. V, Nos. 4 to 12; Vol. VI, Nos. 1 to 3, April, 1909, to March.....	1910
International Steam Engineer. Vol. XII, Nos. 4 to 12; Vol. XIII, Nos. 1 to 3, April, 1909, to March.....	1910
Iron Age. January to March.....	1910
Iron Moulders' Journal. Vol. XLV, Nos. 4 to 12; Vol. XLVI, Nos. 1 to 3, April, 1909, to March.....	1910
Journal des Correspondences, Organe Officiel des Syndicats du Parti Ouvrier Belge, April, 1909, to March.....	1910
Journal of the Knights of Labour. April, 1909, to March.....	1910
Labour Co-partnership. Vol. XV, Nos. 4 to 12; Vol. XVI, Nos. 1 to 3, April, 1909, to March.....	1910
Labourers' Journal. April, 1909, to March.....	1910
Labour's Realm. Vol. I, Nos. 1 to 11, May, 1909, to March.....	1910
Lance, The. Vol. II, Nos. 53 to 98, May, 1909, to March.....	1910
Lather, The. Vol. IX, Nos. 4 to 12; Vol. X, Nos. 1 to 3, April, 1909, to March.....	1910
Leather Workers on Horse Goods Journal. Vol. XI, Nos. 8 to 12; Vol. XII, Nos. 1 to 7, April, 1909, to March.....	1910
Locomotive Engineers' Journal. Vol. XLIII, Nos. 4 to 12; Vol. XLIV, Nos. 1 to 3, April, 1909, to March.....	1910
Locomotive Firemen and Enginemen's Magazine. April, 1909, to March...	1910
Le Prix Courant. April, 1909, to March.....	1910
Machinists' Monthly Journal. Vol. XXI, Nos. 4 to 12; Vol. XXII, Nos. 1 to 3, April, 1909, to March.....	1910
Marine Review. Vol. XXXIX, Nos. 4 to 6; Vol. XL; Vol. XLI, Nos. 1 to 3, April, 1909, to March.....	1910
Maritime Mining Record. April, 1909, to March.....	1910
Metal Polishers' and Buffers' Journal. Vol. XVIII, Nos. 4 to 12; Vol. XIX, Nos. 1 to 3, April, 1909, to March.....	1910
Miners' Magazine. April, 1909, to March.....	1910
Mine Workers' (United) Journal. April, 1909, to March.....	1910
Mixer and Server. Vol. XVIII, Nos. 4 to 12; Vol. XIX, Nos. 1 to 3, April, 1909, to March.....	1910
Monetary Times and Trade Review. April, 1909, to March.....	1910
Moniteur des Syndicats Ouvriers. April, 1909, to March.....	1910
Motorman and Conductor. Vol. XVII, No. 2, to Vol. XVIII, No. 1, April, 1909, to March.....	1910
National Builder. Vol. XLVIII, Nos. 4 to 6; Vol. XLIX, Vol. L, Nos. 1 to 3, April, 1909, to March.....	1910
Pacific Lumber Trade Journal. April, 1909, to March.....	1910
Painters', Decorators' and Paperhangers' Journal. Vol. XXIII, Nos. 4 to 12; Vol. XXIV, Nos. 1 to 3, April, 1909, to March.....	1910
Pattern Makers' Journal. Vol. XVIII, Nos. 4 to 12; Vol. XIX, Nos. 1 to 3, April, 1909, to March.....	1910
Piano and Organ Workers' Journal. Vol. XI, Nos. 4 to 12; Vol. XII, Nos. 1 to 3, April, 1909, to March.....	1910

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Plasterer, The. Vol. IV, Nos. 1 to 3, January to March.....	1910
Plumbers', Gas and Steamfitters' Journal. Vol. XIV, Nos. 4 to 12; Vol. XV, Nos. 1 to 3, April, 1909, to March.....	1910
Printer and Publisher. Vol. XVIII, Nos. 4 to 12; Vol. XIX, Nos. 1 to 3, April, 1909, to March.....	1910
Railroad Freight and Baggage-man. Vol. VII, No. 8, to Vol. VIII, No. 7, April, 1909, to March.....	1910
Railroad Telegrapher. Vol. XXVI, Nos. 4 to 12; Vol. XXVII, Nos. 1 to 3, April, 1909, to March.....	1910
Railroad Trainmen's Journal. Vol. XXVI, Nos. 4 to 12; Vol. XXVII, Nos. 1 to 3, April, 1909, March.....	1910
Railway Age. April, 1909, to March.....	1910
Railway Carmen's Journal. Vol. XIV, Nos. 4 to 12; Vol. XV, Nos. 1 to 3, April, 1909, to March.....	1910
Railway Clerk. Vol. VIII, Nos. 4 to 12; Vol. IX, Nos. 1 to 3, April, 1909, to March.....	1910
Railway and Locomotive Engineering. Vol. XXII, Nos. 4 to 12; Vol. XXIII, Nos. 1 to 3, April, 1909, to March.....	1910
Railway and Marine World. April, 1909, to March.....	1910
Railway Conductor. Vol. XXVI, Nos. 4 to 12; Vol. XXVII, Nos. 1 to 3, April, 1909, to March.....	1910
Retail Clerks' International Advocate. Vol. XVI, Nos. 4 to 12; Vol. XVII, Nos. 1 to 3, April, 1909, to March.....	1910
Review—National Founders' Association. April, 1909, to March.....	1910
Shoe and Leather Journal. Vol. XXII, Nos. 4 to 12; Vol. XXIII, Nos. 1 to 3, April, 1909, to March.....	1910
Shoe Workers' Journal. Vol. X, Nos. 4 to 12; Vol. XI, Nos. 1 to 3, April, 1909, to March.....	1910
South African Typographical Journal. March, 1909, to February.....	1910
Stereotypers' and Electrotypers' Journal. Vol. IV, Nos. 4 to 12; Vol. V, Nos. 1 to 3, April, 1909, to March.....	1910
Stonecutters' Journal. Vol. XXIII, Nos. 4 to 12; Vol. XXIV, Nos. 1 to 3, April, 1909, to March.....	1910
Stove Mounters' Journal. Vol. XIV, Nos. 4 to 12; Vol. XV, Nos. 1 to 3, April, 1908, to March.....	1910
Switchmen's Union Journal. Vol. XI, Nos. 6 to 12; Vol. XII, Nos. 1 to 3, April, 1909, to March.....	1910
Tailor, The. Vol. XIX, Nos. 9 to 12; Vol. XX, Nos. 1 to 3, April, 1909, to March.....	1910
Teamsters' Magazine, The. Vol. VII, Nos. 1 to 5, November, 1909, to March.....	1910
Tobacco Worker, The. Vol. XIII, Nos. 4 to 12; Vol. XIV, Nos. 1 to 3, April, 1909, to March.....	1910
Trades Unionist (Vancouver, B.C.). Vol. IV, Nos. 4 to 12; Vol. V, Nos. 1 to 3, April, 1909, to March.....	1910
Typographical Journal. Vol. XXXIV, Nos. 4 to 6; Vol. XXXV, Nos. 1 to 6; Vol. XXXVI, Nos. 1 to 3, April, 1909, to March.....	1910



Voice, The. Vol. XVI, April, 1909, to March.....	1910
Western Clarion. April, 1909, to March.....	1910
Women's Trade Union Reviews. April, 1909, to March.....	1910

## OTHER PERIODICALS.

American Economic Association (publications of the), May, 1909, to February .....	1910
American Journal of Sociology. Vol. XIV, No. 6, to Vol. XV, No. 5, May, 1909, to March .....	1910
Among the Deep Sea Fishers. April, 1909, to March .....	1910
Annals of the American Academy of Political and Social Science, May, 1909, to March .....	1910
Canada. April, 1909, to March .....	1910
Canadian Courier. April, 1909, to March .....	1910
Canadian Forestry Journal. April, 1909, to March .....	1910
Canadian Municipal Journal. April, 1909, to March .....	1909
Co-operative News. April, 1909, to March .....	1909
Co-Partnership. April, 1909, to March .....	1910
Economic Review. Vol. XIX, Nos. 2 to 4; Vol. XX, No. 1, April, 1908, to January .....	1910
Economist. April, 1909, to March .....	1910
Factory Inspector, The. April, 1909, to March .....	1910
Industrial Canada. April, 1909, to March .....	1910
Journal of Political Economy. Vol. XVII, Nos. 4 to 12; Vol. XVIII, Nos. 1 to 3, April, 1909, to March .....	1910
Lend-a-Hand Record. April, 1909, to March .....	1910
Liberty and Progress. April, 1909, to March .....	1910
Literary Digest. April, 1909, to March .....	1910
L'Union Co-operative. April, 1909, to March .....	1910
National Civic Federation Review. April, 1909, to March .....	1910
Outlook, The. April, 1909, to March .....	1910
Pittsburg Legal Journal. March .....	1910
Political Science Quarterly. Vol. XXIII, No. 2, to Vol. XXV, No. 1, June, 1909, to March .....	1910
Public Opinion. April, 1909, to March .....	1910
Quarterly Journal of Economics. Vol. XXIII, No. 3; to Vol. XXIV, No. 2, May, 1909, to March .....	1910
Quarterly Review. Nos. 419 to 422, April, 1909, to January .....	1910
Royal Statistical Society, Journal of. Vol. LXXXIII, Parts 2 to 4; Vol. LXXIV, Part 1, June, 1909, to March .....	1910
Social Service. April, 1909, to March .....	1910
Socialist Review. April, 1909, to March .....	1910
Toilers of the Deep. April, 1909, to March .....	1910
Women's Industrial News (Quarterly), June, 1909, to March .....	1910

XII.—THE CIRCULATION OF THE *LABOUR GAZETTE*.

The *Labour Gazette* is published in both English and French which involves the keeping of separate mailing lists, and the printing of all notices in both languages. The number of paid subscriptions to the *Gazette* received during the past fiscal year was 7,196, the total paid circulation on the 31st of March, 1910, being 9,426. The increase in the circulation of the *Gazette* has been gradual, and the work of the branch has correspondingly increased in the nature of making entries, forwarding subscription notices, acknowledging remittances, sending out renewal subscription blanks, preparing and revising mailing lists, changing addresses of subscribers, &c. In addition to forwarding the *Gazette* to regular subscribers, many sample copies have also been sent out from the Department.

In connection with the circulation of the *Labour Gazette* for the twelve months ending March 31, 1910, 5,889 letters were received and acknowledged, 5,281 of which had reference to subscriptions to the *Labour Gazette*, 354 to a change of address on the part of subscribers, and 254 to other matters connected with the circulation.

For the same period, 28,320 pieces of mail matter were despatched from the circulation branch, representing 21,976 communications containing notices, accounts, or receipts for subscriptions; 811 other communications in connection with the circulation of the *Gazette* and 5,533 parcels.

During the fiscal year 1909-10 the average monthly circulation of the *Labour Gazette* was 13,400 copies, of which 8,873 were on account of paid circulation,\* and 4,527 to persons on the free and exchange lists. The increase in the number of names on the mailing lists over the preceding year was 394.

The following figures will show the total circulation of the *Gazette* as it was on the last day of each of the fiscal years during the period from 1900 to 1910:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R. No. 43.

TABLE SHOWING CIRCULATION OF THE *LABOUR GAZETTE* AT THE CLOSE OF EACH FISCAL YEAR FROM 1900 TO 1910 INCLUSIVE.

Year.	Annual Subscriptions.	Free and Exchange Distribution.	Total Circulation.
1900-1.....	4,391	2,158	6,912
1901-2.....	5,648	2,722	8,370
1902-3.....	7,748	3,046	10,794
1903-4.....	7,361	3,553	10,914
1904-5.....	6,645	3,717	10,362
1905-6.....	7,547	3,987	11,534
1906-7.....	8,033	4,105	12,138
1907-8.....	9,033	4,320	13,353
1908-9.....	9,338	4,472	13,810
1909-10.....	9,426	4,778	14,204

\*The actual number of paid subscribers at the end of the fiscal year, March 31, was 9,426.

The following summary will show by Provinces the number of paid subscriptions to the *Labour Gazette* at the end of the fiscal year, March 31, 1910:—

Nova Scotia .....	940
New Brunswick .....	406
Prince Edward Island .....	56
Quebec .....	2,207
Ontario .....	4,007
Manitoba .....	353
Saskatchewan .....	340
Alberta .....	357
British Columbia .....	585
The Territories .....	8
The British Empire (other than Canada) .....	43
Foreign countries .....	124
<b>Total .....</b>	<b>9,426</b>

#### FREE AND EXCHANGE LISTS.

Under the head of copies of the *Labour Gazette* sent as exchanges are included *Labour Gazette* sent to public departments of the governments both Federal and Provincial, in this and other countries, and to the publishers of trade papers and labour journals in exchange for their publications. On the free list are included copies sent to members of both Houses of Parliament, commercial agents, immigration agents, public libraries, boards of trade, libraries of educational institutions, local newspapers and the officers of organizations who supply from time to time information requested by the department. The following summary will show the number of copies mailed monthly on account of exchange and free lists:—

#### *Exchange List.*

Department of Governments (including Federal, Provincial, British and foreign Governments and their officers) .....	509
Trade papers and labour journals .....	167

#### *Free List.*

Public libraries and libraries of educational institutions ..	125
Members of the House of Commons .....	221
Members of the Senate .....	87
Boards of Trade .....	276
Newspapers .....	1,075
Labour organizations—	
Nova Scotia .....	160
Prince Edward Island .....	11
New Brunswick .....	83
Quebec (copies, English and French) .....	610
Ontario .....	770
Manitoba .....	106



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Saskatchewan .....	74
Alberta .....	131
The Territories .....	7
British Columbia .....	222
	<hr/> 2,174
Correspondents of the Labour Gazette (3 copies each)	144
	<hr/>
Total .....	4,472

## REVENUE OF THE "LABOUR GAZETTE."

The revenue of the *Labour Gazette* is derived from the sale of single copies and from subscriptions for one or more years. Single copies are supplied at the rate of 3 cents each, or 20 cents per dozen. The annual subscription rate is 20 cents, or when more than twelve copies are taken by the same person or institution 15 cents. Bound volumes of the *Gazette*, including the issues of each year, are sold at the rate of 75 cents per copy.

The following statement of receipts from subscriptions, and from the sale of single and bound copies of the *Gazette* during the fiscal year 1909-10 shows that the net revenue derived by the Government from this source amounted to \$1,508.84.

*Statement of the Revenue of the "Labour Gazette" for the Fiscal Year ended  
March 31, 1910.*

Amount received from subscriptions to <i>Labour Gazette</i> .....	\$1,483.20
Sale of single and bound copies .....	62.89
Amount received up to June 30, 1908, for subscriptions to the <i>Labour Gazette</i> which has been held pending the identifica- tion of the remitters, and which is now being paid into revenue, as no claims have been presented for same .....	1.10
	<hr/>
	\$1,547.19
Less	
Commission on subscriptions .....	\$37.72
Fees paid for postal notes transmitting amounts due as commission on subscriptions .....	.63
	<hr/>
	38.35
	<hr/>
	\$1,508.84

### XIII.—THE DISTRIBUTION OF THE *LABOUR GAZETTE* AND OTHER PUBLICATIONS.

The *Labour Gazette*, with some exceptions, is mailed from the Government Printing Bureau, under the supervision of the Department of Labour, this work necessitating the preparation of a mailing list and its constant revision, also the enclosing and addressing of copies of the *Gazette* each month to names and addresses given on the mailing list. To expedite delivery, the several copies of the *Gazette* are sorted and distributed into mail bags, suitably labelled, for their destination in the several localities throughout the Dominion. Not only is time saved in this way, but work of the employees of the City Post Office is considerably lessened.

In addition to copies of the *Gazette* mailed regularly each month to subscribers, or as exchanges, etc., copies of the *Gazette* are sent out from time to time as samples. Single copies are also mailed from day to day in reply to requests for the same, or in connection with answers sent by the Department to inquiries on subjects which may have been dealt with, either in part or in whole, in the *Labour Gazette*, but a limited number of all copies already issued is kept on file for the same purpose.

During the fiscal year 1909-10, copies of the individual numbers contained in Volumes IX-X of the *Labour Gazette* to the number of 162,996, were distributed, 137,587 in English and 25,409 in French, also 3,528 copies in English and 868 in French of individual numbers of the *Gazette* of previous years, making a total distribution for the fiscal year of 162,996, or an average monthly distribution of 13,949.

In addition to copies of the *Labour Gazette* distributed there were mailed from the Department 244 copies of bound volumes of the *Labour Gazette*; 1,195 copies of the Annual Report of the Department; seven copies of the report and evidence of the Royal Commission appointed to investigate the cause of industrial disputes in British Columbia; four copies of the report and evidence of the Royal Commission appointed to inquire into alleged employment of aliens by the Grand Trunk Pacific Railway Company; three copies of the report and evidence of the Royal Commission appointed to inquire into alleged employment of aliens by the Pere Marquette Railway Company; four copies of the report of the Royal Commission appointed to inquire into the influx of Italian labourers into Montreal and alleged fraudulent practices of employment agencies; forty-nine copies of the report of the Royal Commission appointed to inquire into the dispute between the Bell Telephone Company and its operators at Toronto; 101 copies of the report of the Royal Commission appointed to inquire into the methods by which Oriental labourers have been induced to come to Canada; twelve copies of a report on methods adopted in carrying out Government clothing contracts; forty-seven copies of the report of the special committee of the House of Commons to which was referred "Bill No. 2", an Act respecting Industrial and Co-operative Societies; ninety-four copies of the report on the need for the suppression of the

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opium traffic in Canada; 181 copies of the report of the Royal Commission appointed to investigate the losses sustained by the Chinese population of Vancouver, B.C., on the occasion of the riots in that city in September, 1907; 189 copies of the report of the Royal Commission appointed to investigate the losses sustained by the Japanese population of Vancouver, B.C., on the occasion of the riots in that city in September, 1907; 181 copies of the report by W. L. Mackenzie King, C.M.G., on a mission to England to confer with the British authorities on the subject of immigration to Canada from the Orient and immigration from India in particular; 821 copies of the report of the Royal Commission appointed to inquire into industrial disputes in the cotton factories of the Province of Quebec; seventeen copies of article on settlement of coal miners' strike at Lethbridge, Alberta, under Conciliation Act, 1900; ten copies of article on settlement of dispute between Western Operators and employees; 759 copies of the report of the Deputy Minister of Labour on Industrial Conditions in the Coal Fields of Nova Scotia; sixty copies of an Act respecting Conciliation and Labour; 475 copies of the Industrial Disputes Investigation Act, 1907; 162 copies of the statement of proceedings under the Industrial Disputes Investigation Act, 1907, from March 22, 1907, to March '31, 1909; 7,340 copies of indices to Volume IX, of the *Labour Gazette*, and in addition to the distribution of these several reports, etc., communications in the nature of circular letters having reference to investigations being made by the Department, and miscellaneous publications of one kind and another were mailed to the number of 4,144, making a total in all of 183,479 separate communications or publications mailed by the Department through its Distribution office in addition to the correspondence of other branches of the Department, during the fiscal year ending March 31, 1910.

The following table is arranged to show by months the number and nature of the publications mailed from the Distribution branch of the Department during the fiscal year 1909-10.



DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, X. A. R. No. 44

TABLE SHOWING NUMBER OF *LABOUR GAZETTES* AND OTHER DEPARTMENTAL PUBLICATIONS MAILED FROM THE DISTRIBUTION OFFICE OF THE DEPARTMENT OF LABOUR DURING THE FISCAL YEAR ENDED MARCH 31, 1910.

Name of Publication.	Months.												Number of Publications distributed 1909-10.
	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	
<i>Labour Gazette</i> , Individual copies, Vol. X., English...	11,900	11,569	11,560	11,400	11,299	12,100	11,702	11,602	11,700	11,055	11,100	10,600	137,58
" " Miscellaneous, " " " "	633	166	200	420	601	600	169	152	101	164	140	162	3,528
" " Bound Volumes, " " " "	2,300	2,201	100	200	2,000	2	2	98	5	5	12	200	220
" " Individual, " " " "	31	51	2,100	2,020	2,000	2,030	2,015	1,985	2,000	1,948	2,710	2,100	25,409
" " Miscellaneous, " " " "	11	31	31	72	150	200	90	65	34	58	36	50	868
" " Bound Volumes, " " " "	17	42	13	45	18	9	24	1	1	1	25	42	24
Annual Reports, 1906-07, 1907-08, 1908-09, English...	2	2	13	13	7	3	3	830	52	25	42	33	1,161
" " 1906-07, 1907-08, 1908-09, French...									1	8			34
Miscellaneous copies...													
Report and evidence of Royal Commission on Industrial Disputes in British Columbia...		2		1				3	1				7
Report and evidence of Royal Commission on employment of aliens by Grand Trunk Pacific Railway Company...			3			1							4
Report and evidence of Royal Commission on employment of aliens by Pere Marquette Railway Company...						2		1					3
Report and evidence of Royal Commission on influx of Italians at Montreal and fraudulent practices of employment agencies...							1	1	2				4
Report of Royal Commission on Dispute between Bell Telephone Company and its employees, Toronto...	3	5	5	7	2	6	3	3	2	13	13		49
Report of Royal Commission on methods by which Oriental labour was induced to come to Canada...			9	9	21	30	11	9	6	25	16	20	101
Report on methods adopted in carrying out Government clothing contracts...							1	10		1			12
Report of Special Committee of the House of Commons on Bill No. 2 <i>re</i> co-operative Societies, English...	5				10			4	2	3			26
" " " " " " French...	2						12		5	2			21
Report on needs for the suppression of the Opium Traffic in Canada...	17	5	8				6	15	9	10	12		94
Report on the losses sustained by the Chinese population of Vancouver, B.C., by riots, September, 1907...	18	5	9	9	21	30	25	15	9	12	16	20	189
Report on the losses sustained by the Japanese population of Vancouver, B.C., by riots, September, 1907...	18	5	9	9	21	30	25	15	9	12	16	20	189
Report of Mission to England <i>re</i> Immigration to Canada from the Orient, and India in particular...	16	5	9	9	21	23	26	15	9	12	16	20	181
Report of Royal Commission appointed to inquire into Industrial Disputes in the cotton factories of Province of Quebec...	285	20	26	30	*331	85	10	5	12	5	12		821

1 GEORGE V., A. 1911



#### XIV.—INQUIRIES, CORRESPONDENCE AND OTHER DEPARTMENTAL WORK.

Elsewhere in the present report allusion has been made to the very large number of inquiries which have been received from various parts of Canada, from the United States, and from other countries with respect to the Industrial Disputes Investigation Act and to the effect which this legislation has had in the prevention and settlement of industrial disputes. Reference has been made also to the duty which is discharged by the Department in the preparation of Fair Wages Schedules for insertion in Government contracts, and to complaints which have been made by and on behalf of individual workmen respecting alleged infringement of this Fair Wages Policy on the part of certain contractors which have in each case been inquired into by officers of the Department of Labour, resulting in a number of cases in the recovery from the contractors of sums which have been wrongfully withheld from their employees.

Many communications have been received with respect to various measures before the Dominion Parliament by which the interests of labour were in any way affected, and in relation also to the Bill to provide for the investigation of Combinations, Monopolies, Trusts and Mergers, which was introduced by the Minister of Labour in the House of Commons on January 18, and which passed into law at the close of the Parliamentary session. During the interval of twelve weeks which elapsed between the introduction of this Bill in Parliament and its second reading many requests were received for information in regard thereto, and various representations were made on behalf of the interests concerned.

In addition to the foregoing the miscellaneous correspondence has been very large, and has shown a growing interest on the part of the public in the work of the Department of Labour and in the social, industrial and economic problems with which the Department is concerned.

Some of the very many subjects concerning which inquiries have been received during the past year have been as follows:—Wages and hours and conditions of labour in Canada; the laws of Canada and of its various Provinces relating to labour; the prices of various commodities and the cost of living in Canada; the social and economic conditions of the working classes; the resources and the economic development of Canada; the condition of the labour market in respect of various departments of industry including agriculture, mining, lumbering, railway construction, manufacturing, etc.; the organization of labour in Canada, and the names and addresses of labour unions and of labour leaders; manual training and technical education; co-operation; child and female labour; alien labour; Sunday labour; industrial accidents; strikes and lockouts; factory and mines' inspection; old age pensions and annuities; public ownership; the operations of employment agencies; the reports of Commissions of Inquiry with respect to Italian, Chinese, Japanese and Hindu immigration; statistics regarding the numbers of workers employed in various departments of industry and in various



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centres of population in Canada; the effects of certain employments on the employees' health; building operations in Canadian cities; the names of large employers of labour in Canada; and the opportunities for the investment of capital in various industries in Canada.

On December 17, 1909, a despatch was received through the Department of External Affairs from the Colonial Office, in which attention was directed to a memorandum concerning the use of white phosphorus in the manufacture of matches. In this memorandum it was stated that the use of this substance engendered a disease known as "phossy" jaw, or, scientifically, as necrosis; and, that a number of countries, including the United Kingdom, had already taken measures to forbid the importation and sale of white phosphorus matches. Inquiry was made in the despatch of the Colonial Office whether the Government of Canada was desirous of participating in a convention with various foreign countries for the prohibition of the use of white phosphorus in this department of industry. On receipt of the above mentioned despatch the substance of the memorandum was communicated to the Provincial Secretaries of the several Provinces in order that it might be ascertained whether white phosphorus was in use in the manufacture of matches in any of the Provinces; also whether regulations on this subject had been made by any of the Provinces. At the close of the fiscal year the correspondence in question had not been completed.

Among those from whom requests have been received for information regarding the prices of certain commodities and the cost of living in Canada were the following: the Honourable Henry Cabot Lodge, Chairman of the United States Senate Committee on Wages and the Prices of Commodities; Colonel John G. Foster, American Consul-General, Ottawa; the Massachusetts Commission on the Cost of Living; the Commissioner of the Trust and Loan Company of Canada, Montreal; the Spectator Publishing Company, of Hamilton, Ont.; the City Solicitor of Saskatoon, Sask.; the International Brotherhood of Maintenance-of-Way Employees, St. Louis, Mo.; and His Majesty's Trade Commissioner to the Dominion of Canada.

The Department was also called upon for information to be used in a debate in Galt, Ont., on the subject—"Resolved that Canada is the best country in the British Empire for the workingman," and for a debate in Vancouver, B.C., on the subject of Public Ownership, and also for a debate in Hamilton, Ont., on the subject of Private vs. Public Control of Public Utilities. In addition to the foregoing, request was also made for information and material to be used in a course of reading on Social Science, particularly Political Purity; and for use in the study of Political Science.

A letter was received from a Chicago firm in which inquiry was made respecting the present condition of the condensed and evaporated milk industry in Canada, the firm in question having under consideration the establishment of factories in Canada for the manufacture of this product.

A Pittsburg correspondent made inquiry concerning the consumption of plate glass in Canada, and the duties thereon, the object being to promote the establishment of plate glass works in this country.

Information was furnished a Montreal wholesale firm which applied to the Department for the rates of wages paid by the cleaners and packers of raisins and currants in Greece.

A request was received from the associated editor of the *Frankfurter Zeitung*, in Washington, for information concerning the economic development and possibilities of Western Canada.

A communication was received from Professor B. Attolico, Italian Inspector of Emigration at New York, which was brought to the attention of the Commissioners of the Transcontinental Railway, regarding the complaints of certain Italians employed as station men in the construction of the Transcontinental Railway.

An effort was made to procure for the Consul-General for Austria-Hungary particulars with regard to the death by dynamite explosion in 1906, of an Austrian labourer.

A Chicago correspondent requested copies of such Departmental publications as might prove useful in compiling a set of text books on Economics.

In response to a request from the Paris representative of *L'Independance Belge*, newspaper of Brussels, Belgium, information was supplied regarding the various features of Canadian labour legislation. The letter stated that it was the intention of that newspaper to devote space to a study of Canadian problems.

Arrangements providing for an exchange of official publications which other Governments have been sending to the International Institute of Agriculture at Rome, Italy, have been concluded, through the Department of Agriculture, with the Governments of the following countries: Great Britain, the United States, Italy, France, India, Argentine Republic, New Zealand, Australia and New South Wales.

A Boston counsellor-at-law requested special information respecting Canadian industrial and co-operative societies, stating that the same would be of great service in connection with a plan to establish organizations in Massachusetts.

A request was received from Johannesburg, South Africa, for information with respect to such social and political problems as would likely come before the South African Parliament.

Several communications were received during the year with regard to the law respecting the immigration and employment of aliens, commonly known as the Alien Labour Act. In a number of these communications complaint was made regarding alleged violations of this law in different parts of Canada. In other cases request was made for information regarding the procedure to be followed under this statute. As originally enacted in 1897, and amended in 1898, the Alien Labour Act required that no proceedings should be instituted thereunder without the consent of the Attorney-General of Canada or some person duly authorized by him, but complaint was made that this method of procedure made it difficult for persons who believed themselves to have suffered through violations of the Act to secure immediate redress, and the statute was accordingly further amended so that parties desirous of bringing suit might proceed in the local courts without reference to the Federal authorities. The Act was also amended in such other respects as experience had shown desirable, and appears in the Revised Statutes of Canada, 1906, as Chapter 97, Volume II, page 1753, "An Act respecting the Importation and Employment of Aliens." In the January 1910, and the February 1910, numbers of the *Labour Gazette*, the official monthly journal of the Department of Labour, at pages 831 and 934 respectively, reference was made to the hearing of cases under this statute.

## CONCLUDING REMARKS.

As intimated in the introductory chapter, the year has been more than ordinarily eventful because of the appointment of a ministerial head and the consequent expansion and increased importance of its worth. I have only to state in conclusion that I have continued to receive the efficient assistance and co-operation of the various officers of the department who appear to be imbued generally, with a due appreciation of the important interests of the work to which their labours are devoted.

F. A. ACKLAND,

*Deputy Minister of Labour.*





APPENDIX TO ANNUAL REPORT  
OF THE  
DEPARTMENT OF LABOUR  
FOR  
THE FINANCIAL YEAR ENDING MARCH 31, 1910.  
INCLUDING  
A STATEMENT OF THE PROCEEDINGS FOR THE YEAR UNDER THE  
INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907





**I.—APPLICATION FROM EMPLOYEES OF THE KINGSTON AND PEMBROKE RAILWAY COMPANY, MEMBERS OF THE ORDER OF RAILROAD TELE-GRAPHERS.—BOARD ESTABLISHED—AGREEMENT CONCLUDED ON ALL POINTS, A STRIKE BEING THEREBY AVERTED.**

*Application received.*—December 26, 1908.

*Parties concerned.*—Kingston and Pembroke Railway Company and employees, members of the Order of Railroad Telegraphers.

*Applicants.*—Employees.

*Nature of industry concerned.*—Railways.

*Nature of dispute.*—Wages and conditions of labour.

*Number of employees affected.*—Directly, 19; indirectly, 1,600.

*Date of constitution of Board.*—January 15, 1909.

*Membership of Board.*—His Honour R. D. Gunn, Ottawa, Ont., Junior Judge of the County of Carleton, Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. J. L. Whiting, K.C., Kingston, Ont., appointed on the recommendation of the employing Company; and Mr. J. G. O'Donoghue, Toronto, Ont., appointed on the recommendation of the employees.

*Report received.*—April 22, 1909.

*Result of inquiry.*—No cessation of work.

The Minister received on April 22, the report of the Board established in the case of the dispute between the Kingston and Pembroke Railway Company and certain of its employees, members of the Order of Railroad Telegraphers. The dispute in question concerned: (1) the schedule relating to and governing the duties, hours of employment, overtime and classification of employees and their services generally; (2) the rates of wages of the telegraph employees.

In the application of Mr. D. Campbell, third vice-president of the Order of Railroad Telegraphers, and Mr. A. Forsythe, of Harrowsmith, for the appointment of this Board, it was stated that the dispute affected directly 19, and indirectly 1,600 persons.

Mr. John G. O'Donoghue, of Toronto, was appointed a member of the Board on the recommendation of the employees. Mr. J. L. Whiting, K.C., of Kingston, was on the recommendation of the Company, appointed the second member of the Board. In the absence of any joint recommendation from the two members of the Board thus appointed, the Board was completed by the appointment of His Honour R. D. Gunn, of Ottawa, junior judge of the county of Carleton.

Sittings of the Board were held at various places, and in the report, which was signed by the three members, it was stated that 'the matters of difference have been settled unanimously by the Board and the whole schedule approved of as attached hereto.'

## REPORT OF BOARD.

The text of the findings of the Board is as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Kingston and Pembroke Railway Company, employer, and employees members of Order of Railroad Telegraphers, employees.

To the Hon. RODOLPHE LEMIEUX,  
Minister of Labour,  
Ottawa, Ont.

The Board of Conciliation and Investigation established under the provisions of the Industrial Disputes Act, 1907, to which the above dispute was referred under the provisions of the said Act, having concluded their duties, beg to report as follows:—

The Board convened at the court-house in the city of Kingston, pursuant to appointment, on Monday, the 1st day of February, A.D., 1909, and were attended by R. V. Rogers, Esq., and F. Conway, Esq., director and superintendent, respectively, of the Kingston and Pembroke Railway Company, on behalf of the employer, and David Campbell, Esq., D. G. Robertson, Esq., officers of the Order of Railway Telegraphers, and Messrs. A. Forsythe, L. A. Cameron and S. Campbell, committee representing the employees.

The different matters in dispute set out in the application to your department shaped themselves into two main branches, viz.:—

1. The schedule relating to and governing the duties, hours of employment, overtime, and classification of employees and their services generally.
2. The rates of wages of the telegraph employees.

Mr. Campbell outlined the facts and circumstances leading up to an application for an appointment of a Board and the difficulty the employees encountered because of the entire absence of any schedule defining and governing the duties or rates of wages of the telegraphers and the patient endeavour to effect an agreement with the Company on these two main points.

The schedule of wages demanded and many other points were strongly combatted by the Company, who earnestly pressed the Board and the employees' representatives with the necessity of making an inspection of the railway line, its terminals, junctions, stations and branches before making any ruling on the matters submitted.

After some discussion, the Board concluded that the proper procedure would be:—

1. To settle the schedule defining duties of telegraph employees.
2. The rates of wages of telegraph employees.

The railroad is only 104 miles long, having terminals at Kingston and Renfrew and a junction with the Canadian Pacific railway at Sharbot lake, and another with the Bay of Quinte railway at Harrowsmith, and believing much light would be let into the dispute and the Board thereby put in possession of better knowledge of the true position of both parties, and having failed to close a full settlement of all differences, the Board deemed it wise to make the inspection pressed for by the company, which was done without any increased expense or loss of time.

With the assistance of the Board and after full consideration and discussion the parties were able to agree upon most of the rules incorporated in the accompanying schedule 'A' hereto. The matters of difference have been settled unanimously by the Board and the whole schedule approved of as attached hereto. The main point of difference was as to the inclusion in the schedule of the train despatcher at Kingston.

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He is the only despatcher in the employment of the road, but, in view of the claim made by the Company that this employee is in reality a chief despatcher with peculiar duties attached to his position, the Board has not included him in the schedule.

The parties represented to the Board that they had conferred together and offers had been made by the employees to the Company with the hope of an adjustment of the question of wages, but the Company's representatives not being authorized to make any settlement of the wages other than the acceptance of complete abandonment by the employees of the claim for any increase, desired to submit the offers to the head office, which necessitated some delay, and adjournment was made with all parties in a conciliatory frame of mind.

Several sittings of the Board have been held at different places and a great amount of negotiation has taken place, and the Board are unanimously of the opinion that the offer of the Company of an increase of \$540,000 a year (being \$45 per month) to be divided amongst the telegraph employees covered by the schedule as may be agreed upon by the committee acting for the employees and the General Superintendent for the road, should be accepted by the men.

The Board cannot close its report without expressing its appreciation of the assistance received from the representatives of the men and of the Company, and it acknowledges, with much pleasure, the great credit due Mr. Conway, the General Superintendent of the road for the very material assistance he gave the Board in every way during the course of the proceedings.

The Board is of opinion that the schedule and increase should go into effect as of and from January 1, 1909.

All of which is respectfully submitted.

W. D. GUNN,  
*Chairman.*

J. L. WHITING,

J. G. O'DONOGHUE.

Dated April 20, 1909.



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*Schedule 'A' to Report.—Kingston and Pembroke Railway Company.*

## RULES AND RATES OF PAY FOR TELEGRAPHERS.

Effective January 1, 1909.

The following rules and rates of pay will govern the telegraphers on the Kingston and Pembroke railway. When additional telegraphers' positions are created, compensation will be fixed in conformity with that for positions of the same class as shown by this schedule.

## ARTICLE 1.

All employees assigned by proper authority to railway telegraph service of any character or duration, except the Kingston despatcher, and also the station agents incorporated in the accompanying schedule will be considered telegraphers within the meaning of this schedule, and are so called herein.

## ARTICLE 2.

Clause A. The right of promotion of telegraphers will extend over the line of the Kingston and Pembroke Railway Company, and will be governed by merit, fitness and ability; when these are sufficient the senior telegrapher will be given the preference.

Clause B. A telegrapher's seniority will date from the time he last entered the service as a telegrapher.

Clause C. All vacancies and permanent appointment will be immediately bulletined by circular. Applications for vacancies must be made within ten days from date of bulletin. A telegrapher declining to accept promotion in any instance does not forfeit his rights to the same or any other position he may be entitled to under seniority when a vacancy occurs. A telegrapher on leave of absence when a vacancy occurs will not be debarred from claiming the position and receiving the appointment on resuming duty if entitled to it. A vacancy will be filled within thirty days after it occurs by the appointment of the man entitled to it. When a vacancy occurs the Superintendent will fill the same by appointing the senior man who is in his opinion entitled to it, but this will not prevent any telegrapher senior to the man so appointed claiming his rights under Clause 'A' hereof to the position, providing he files his protest within ten days after the appointment has been bulletined.

Clause D. In case of reduction in the number of telegraphers employed, the junior telegraphers will first be dispensed with.

Clause E. If a position included in the attached schedule is abolished the telegrapher will be entitled to the position held by the junior permanently located telegrapher.

Clause F. A complete list of all the telegraphers showing their seniority standing will be kept on file in the Superintendent's office, open to the inspection of all the telegraphers concerned. This list will be subject to correction on representation from any telegrapher, and a copy of it corrected to date will be furnished the Local Chairman at the beginning of each year.

Clause G. Telegraphers will have the exclusive right to any position incorporated in the wage schedule, and any telegraphers' positions subsequently added in accordance with the preamble, subject to the provisions of the above sub-clause 'A.'

Clause H. Telegraphers will also be eligible and considered in the line of promotion to the position of Agents at any of the stations not incorporated in the attached wage schedule which have been omitted in view of conditions which may make it impracticable or unfair to fill these positions exclusively from one branch of the service.

## ARTICLE 3.

No telegrapher shall be suspended except for investigation or discharged until his case has been investigated and he has been proven guilty of the offence charged against him, the decision in such case to be arrived at within ten days from the date of such suspension. If a telegrapher is found blameless in the matter under investigation, he will be paid schedule rates for time lost and extra expenses while attending such investigation, if away from home, and be reinstated. If detained more than ten days awaiting investigation at the company's instance he will be paid schedule wages for the time in excess of ten days whatever the decision may be.

Telegraphers may have the assistance of a co-telegrapher, if they so desire. A written statement setting forth the result of an investigation and the reasons therefor will be furnished by the Company to the Local Board of Adjustment if requested by it.

## ARTICLE 4.

Lack of convenience such as school facilities, etc., will be taken into consideration in location of telegraphers, but only when this can be done without infringing on the rights of their seniors in the service.

## ARTICLE 5.

Telegraphers serving on Board of Adjustment representing telegraphers will be relieved without unnecessary delay (not to exceed ten days) and will be furnished transportation for such purposes.

## ARTICLE 6.

Telegraphers will be granted free transportation and leave of absence to attend their meetings, such free transportation will not extend beyond the line of the Kingston and Pembroke Railway Company, and the leave of absence will not exceed two days, and will only be granted when it will not interfere with the requirements of the traffic and the service, and provided the Company is not thereby put to any additional expenses.

## ARTICLE 7.

When a telegrapher is transferred by order of the proper official he will suffer no loss of schedule wages in consequence thereof, and will be allowed reasonable time (not to exceed four days and without pay) to arrange for the shipment of his household goods.

## ARTICLE 8.

Telegraphers attending court, or investigation at the request of the proper official of this Company will have their extra expenses paid by the Company in addition to their schedule wages.

## ARTICLE 9.

Telegraphers will not be required to teach telegraphy or admit students, not members of the station staff, to their offices.

## ARTICLE 10.

Telegraphers required to work at wrecks, wash-outs and slides will, in inclement weather, be provided with shelter and be paid the necessary expenses for the time away from home.

## ARTICLE 11.

A telegrapher securing employment with the Company will within thirty days from the date of employment have returned to him all service cards and letters of recommendation which have been taken up by the company, except any previously issued by the Company.

## ARTICLE 12.

A telegrapher leaving the service of the Company will, on request, within five days be furnished with a certificate by the proper official stating term or terms of service, capacities in which employed, and whether discharged or leaving the service of his own accord. If discharged, cause of dismissal will be stated.

If detained more than five days waiting such certificate will be paid schedule wages for all time in excess of five days. Unless otherwise requested, this certificate will be mailed to the telegrapher at the place of last employment.

## ARTICLE 13.

Telegraphers will be exempt from shovelling snow, stencilling cars, sifting coal ashes, attending to flower gardens, scrubbing the stations, cutting or piling wood.

The unloading of way-freight from cars and putting away into sheds shall be done jointly with trainmen.

## ARTICLE 14.

At stations where dwellings and fuel are provided, the dwelling will, as far as practicable, be reserved exclusively for the use of the agent and his family unless he elect to reside elsewhere. Agents not furnished with dwellings will be allowed coal for one stove. When wood is supplied for fuel it will be cut in length not exceeding 16 inches.

A telegrapher occupying a Company's dwelling who is dismissed from the service will be allowed to retain the possession of the dwelling until he has been paid all moneys due him by the Company. The Company will keep its dwellings in good repair; occupants must keep such dwellings and their surroundings clean and must pay for repairs other than those due to ordinary wear and tear.

## ARTICLE 15.

Telegraphers required to work on Sundays will be paid extra *pro rata* on schedule salary for such service, based on thirty days per month (any portion of an hour less than thirty minutes not to count, any portion of an hour, thirty minutes or over, to count as one hour), with a minimum compensation of twenty-five cents (25c.) for each call for which one hour's service shall, if required, be rendered.

Telegraphers will be required to handle commercial messages on Sunday only during hours required for railway service, except on arrangement.

Telegraphers required for Sunday duty other than attendance on regular passenger trains will be so advised the previous day.

## ARTICLE 16.

If telegraphers are required to attend to switch or semaphore lamps they will receive four dollars (\$4) per month for six or less such lamps, and fifty cents (50c.) per month for each additional switch or semaphore lamp at such station.

Nothing in this article will relieve telegraphers from their responsibilities under the rules.

Telegraphers will keep train-order signal lamps cleaned and in good condition and lighted when required without extra compensation.

## ARTICLE 17.

Telegraphers who attend pumping engines or wind mills, which work will be optional, will be paid five dollars (\$5) per month for such engines or wind mills.

## ARTICLE 18.

A telegrapher required to leave his permanent location to do relief work temporarily will be allowed all necessary expenses not exceeding seventy-five cents per day (75c.) on production of voucher.



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Other telegraphers doing relief work will be paid the same wages, without expenses as the telegraphers relieved, provided wages are not less than his own.

## ARTICLE 19.

Railway telegraphers will, during office hours, handle all commercial telegraphy and express business offered them, and will be permitted to receive the usual commissions from the telegraph and express companies for such services.

## ARTICLE 20.

Clause A. Twelve consecutive hours, including meal hours, shall constitute a day's work for all telegraphers except train despatchers. Except in cases of emergency, telegraphers will have eight consecutive hours' rest per day.

Clause B. Telegraphers working ten hours or more will be allowed sixty consecutive minutes for a meal between either 7 a.m. and 9 a.m., or 12 noon and 2.30 p.m.

This will not apply to service rendered the express or commercial telegraphers business.

Clause C. Overtime will be computed *pro rata* on schedule wages based on thirty days per month, but in no case at less than twenty-five cents (25c.) per hour (less than thirty minutes not to count), thirty minutes or over to count as one hour, except that telegraphers required to return to or remain on duty after regular hours will be allowed one hour overtime for the first hour or any portion thereof.

Clause D. The regular hours of duty will be specified by the superintendent to all telegraphers.

If required for service outside these hours, telegraphers will be given an official order as authority and excused in the same manner.

Clause E. Overtime will not be allowed unless overtime tickets are mailed to the proper official within forty-eight hours from the time such service is performed, setting forth the reason for disallowance.

Telegraphers will number overtime tickets consecutively for each month.

If overtime as claimed is not allowed, telegraphers will be notified in writing within ten days from the time such service is performed, setting forth the reason for disallowance.

## ARTICLE 21.

If a telegrapher considers himself overtaxed, his statement to that effect to the proper official will be carefully considered, and, if well founded, relief will be granted.

## ARTICLE 22.

When the handling of express and telegraph business, for which a commission payment is allowed, is withdrawn from any telegrapher, through no fault of his, the wages will be adjusted to conform with that of similar stations where such work is not performed.

## ARTICLE 23.

When a telegrapher is assigned to a position and after a fair trial is found incompetent, he will take his place on the extra list, retaining his seniority rights.

## ARTICLE 24.

Train despatchers will be allowed three weeks' leave of absence each year with full pay.

Telegraphers who have been in the employ of the Company for four or more consecutive years will be allowed two weeks' absence each year with full pay.

If the Company finds it inconvenient to grant leave of absence during any year to a telegrapher entitled to it under this rule the telegrapher shall, at his option, receive either compensation at his regular salary for the period, or in the next year an additional leave of absence for like period.

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Application for leave of absence filed in January of each year will be given preference in order of seniority of applicant, and applicants will be advised in February of dates allotted them. January applicants will have preference over later applicants, and applicants after the 30th September will not be entitled to salary compensation if the Company is unable to relieve them in that year. The Company will, as far as practicable, relieve all applicants during summer season when so desired.

In the event of a telegrapher being discharged or leaving the service on proper notice before obtaining the deferred leave of absence he will be paid his salary for same.

## ARTICLE 25.

Telegraphers will be granted transportation for their household goods and passes or reduced rates and a leave of absence in accordance with the general regulations of the Company as established from time to time.

## ARTICLE 26.

Applications may be made to the General Superintendent direct for general revisions of schedule.

## ARTICLE 27.

When an agent is relieved the incoming agent is to be allowed for time necessarily occupied in travelling; the outgoing agent will be allowed up to the time the transfer is completed.

## ARTICLE 28.

*Wage Schedule.*

Station.	Position.	Salary.	Dwelling house.
Harrowsmith.....	Agent.....		No.
Hartington.....	".....		"
Verona.....	".....		"
Godfrey.....	".....		"
Parham.....	".....		"
Oso.....	".....		"
Clarendon.....	".....		Yes.
Mississippi.....	".....		No.
Snow Road.....	".....		"
Lavant.....	".....		"
Folger.....	".....		"
Flower.....	".....		"
Calabogie.....	".....		"
Renfrew Jct. ....	".....		"

Relieving agents and operators will be paid actual expenses, not to exceed seventy-five cents (75c.) per day while away from headquarters.

## ARTICLE 29.

(Old Article 33.)

There will be no change in the foregoing rules and rates of pay except on thirty days' notice.

(Sgd.) J. L. WHITING,  
For the Company.

(Sgd.) J. G. O'DONOGHUE,  
For the Telegraphers

## II.—APPLICATION FROM EMPLOYEES OF THE DOMINION COAL COMPANY, OF GLACE BAY, N.S., MEMBERS OF THE UNITED MINE WORKERS OF AMERICA—BOARD ESTABLISHED—EMPLOYEES CEASED WORK.

*Application received.*—March 4, 1909.

*Parties concerned.*—Dominion Coal Company, Glace Bay, C.B., and employees, members of the United Mine Workers of America.

*Applicants.*—Employees.

*Nature of industry concerned.*—Coal mining.

*Nature of dispute.*—Alleged discrimination against certain employees, members of the United Mine Workers of America; recognition of U. M. W. A.

*Number of employees affected.*—3,000.

*Date of constitution of the Board.*—March 22, 1909.

*Membership of Board.*—His Honour W. B. Wallace, County Judge, Halifax, N.S., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. G. S. Campbell, Halifax, N.S., appointed by the Minister in the absence of a recommendation from the employing Company; and Mr. Daniel McDougall, Glace Bay, C.B., appointed on the recommendation of the employees.

*Report received.*—April 16, 1909.

*Result of inquiry.*—The employees concerned being unwilling to accept the findings of the Board, a strike was declared on July 6, which had not been concluded on March 31, 1910, although it was claimed by the Company that conditions in its mines had ceased to be affected.

The Minister received on April 16 the report of the Board established in the case of the dispute between the Dominion Coal Company and its employees. In this report the grievances referred for investigation were summarized as follows:—

(a) That men were discharged or threatened with dismissal because they were members of the United Mine Workers of America.

(b) That the private police force of the Company loitered around the meetings of the United Mine Workers' Association and intimidated the members.

(c) That in general the Company carried out a policy of discrimination against members of the United Mine Workers' Association.

(d) That the Company refused to receive committees of the United Mine Workers' Association, or in any other way to recognize that organization.

In the application of Messrs. James D. McLennan and Peter Patterson, officers of the U. M. W. A., for the appointment of this Board, it was stated that approximately 3,000 persons were actually affected by the dispute, this being the number of employees of the Dominion Coal Company who had become members of the U. M. W. A., but, it was added, that as the U. M. W. A. was increasing in numbers daily, the dispute was likely to affect the whole body of the Dominion Coal Company's employees, numbering 6,500 workmen.

Mr. Daniel McDougall was appointed a member of the Board on the recommendation of the employees. The Company declined on its part to submit any recommendation, and in the absence of such recommendation Mr. G. S. Campbell, of Hali-



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fax, was appointed the second member of the Board. The two members of the Board thus appointed were unable to agree upon a chairman, and in the absence of such a joint recommendation, the Board was completed by the appointment of His Honour Judge Wallace, of Halifax, as Chairman.

The employees were represented at the hearings by three of their members. The Company was not represented at the first sitting, but the Board having decided to subpoena the general manager and certain officers of the Company, these gentlemen undertook to appear. The Company and employees respectively were also accorded the privilege of being represented by counsel.

The employees concerned being unwilling to abide by the findings of the Board in this matter, a strike was declared on July 6 of such of the Company's employees, to the number of 3,000, as belonged to the United Mine Workers of America. A considerable number of the Company's employees, members of the Provincial Workmen's Association, declined to participate in the strike, and on December 31 renewed for a period of two years the agreement which the Dominion Coal Company had entered into with that organization on March 16, 1908, and which was based on the award of the Board of Conciliation and Investigation established under the Industrial Disputes Investigation Act. It was claimed by the Company that the output of coal from its mines during the winter months had practically ceased to be affected by the strike, although a considerable number of workmen, members of the United Mine Workers of America, still remained on strike at the end of March, 1910.

The report of the Board, as received in the Department, was signed by His Honour Judge Wallace and by Mr. G. S. Campbell. Mr. McDougall was unable to concur therein, and embodied his views, accordingly, in the form of a minority report.

As to the allegation that men were dismissed or threatened with dismissal because they were members of the U. M. W. A., the Board found that this charge was not substantiated by the evidence. The report also declared that the claim of the U. M. W. A. that the Company's police force loitered around their meetings and intimidated their members was not sustained.

An important question submitted for the consideration of the Board was whether the Company was justified in giving a preference to the P. W. A. On this subject the report says:—

‘Without dealing with the question whether a Company has a right under ordinary circumstances, in engaging workmen to show a preference for the members of one labour union to those of another labour union, in the present case there were special circumstances which made the preference, undoubtedly shown by the Company, a natural and reasonable one. As the result of the award of a previous Board of Conciliation, the Provincial Workmen's Association, representing the workmen, became a formal party to that award, unqualifiedly accepted its terms, and it was reasonable that in the carrying out of the Company's operations under the award, the Company should give special recognition to the men who could be relied upon to abide by its terms, in preference to the men who had not assented to its terms and some of whom were known to the Company as condemning the terms of the award.’

#### AS TO RECOGNITION OF U. M. W. A.

In the Board's opinion, the most important question which came before it was that of the recognition of the U. M. W. A. This organization claimed the right to approach the management of the Company by a committee, as is now done by the P. W. A., and the Company refused to recognize that right. It was impracticable, the Company said, to deal with two separate committees. In a discussion of this question, however, the Board observed that the principal reason why the Company refused to recognize the U. M. W. A. was that the latter are ‘practically a foreign organization, having dangerous and menacing powers under their constitution.’ The

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Board believed that this constitution gave the U. M. W. A. authorities powers which no foreign body should be able to exercise over industrial interests in Nova Scotia. The Board considered that the Coal Company was 'amply justified' in refusing to recognize any organization that could exercise such a dangerous and continually menacing power. 'Foreign officials,' said the report, 'sitting at Indianapolis, should not have the power to decree that Nova Scotia miners, even when without a grievance, must stop working, and thereby cripple a great Nova Scotia industry.'

In conclusion the Board remarked 'that our labour difficulties, which will always be with us, should be settled among ourselves, and not be subject to the control of any outside party.' In the present instance, the interests of the men, urged the Board, were bound up with those of the Coal Company, and anything that tended to hamper materially the operations of the Company must in the end prejudicially affect also the workmen concerned.

## THE MINORITY REPORT.

In his minority report, Mr. Daniel McDougall said that the principal claim in the employees' application was in the matter of alleged discrimination. Mr. McDougall submitted that on the part of the officials of the Dominion Coal Company there had been the most violent cases of discrimination and that the same were without justification. The Company's admission of a preference for one class of employees amounted in his judgment, to a case of discrimination against the other classes. As regards the company's claim that it was carrying out the letter as well as the spirit of the award of the Board of Conciliation and Investigation of March, 1908, by giving a preference to the P. W. A., Mr. McDougall urged that this argument faded away under the admission of the Company that any agreement, award or settlement now existing, was binding between the Company and its employees irrespective of any society to which they might belong.

As to the present position of the Dominion Coal Company, Mr. McDougall claimed that evidence was given before the Board to prove that the Company not only competed successfully in Canadian markets, but was able to pay the United States duty and get its share of contracts in the New England states. In addition, evidence had been given, he said, before the Board by Mr. Alex. Dick, the sales agent of the Company, that the fact of the U. M. W. A. being solidly established in Nova Scotia did not affect the conditions in the Canadian markets in the least.

As to the Coal Company's assertion that it would be most prejudicial to the industry if workmen therein became subject to the control of a foreign labour union such as the U. M. W. A., Mr. McDougall held that no evidence had been produced to show that such a situation would be prejudicial. Moreover, Mr. McDougall contended the U. M. W. A. was not a foreign but an international organization. 'If the Coal Company,' he said, 'now by their discrimination and unfair treatment cause a strike, they themselves would be to blame for the ruination of the coal trade.' Mr. McDougall claimed that the Company first decided to crush out the union, and 'then started to hunt up reasons and excuses for doing so.' He could see no reason why the Dominion Coal Company should not grant a recognition to the U. M. W. A. and receive committees therefrom as circumstances required.

## REPORT OF BOARD.

The text of the findings of the Board is as follows:—

In the matter of the Industrial Disputes Act, 1907, and of a dispute between the Dominion Coal Company and its employees.

The Board, composed of Mr. Daniel McDougall, Mr. G. S. Campbell and Judge W. B. Wallace (Chairman), met on Tuesday morning, March 30, 1909, at a public



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hall in Glace Bay, the locality of the dispute between the above parties, and having taken the oath of office, proceeded with the reference.

The employees were represented by three of their number. The Company was not represented at the first sittings, but the Board having decided to subpoena the general manager and some of the officials of the Company, those gentlemen undertook to appear. At all the subsequent sittings of the Board, when the evidence was taken, the Company and the employees respectively were represented by counsel.

The Board sat at Glace Bay every week day until the following Tuesday evening, when the taking of evidence was concluded, and the Board adjourned to meet again at Halifax on Monday, April 12. After sittings at Halifax on Monday, Tuesday and Wednesday considering the evidence and preparing a report, the Board now makes the following findings:—

The complaints of the men may be summarized as follows:—

(a) That the men were discharged or threatened with dismissal because they were members of the United Mine Workers of America.

(b) That the private police force of the Company loitered around the meetings of the United Mine Workers' Association and intimidated the members.

(c) That in general the Company carried out a policy of discrimination against members of the United Mine Workers' Association.

(d) That the Company refused to receive committees of the United Mine Workers' Association, or in any way recognize that organization.

As to the allegation that the men were dismissed or threatened with dismissal because they were members of the U.M.W.A., the Board finds that the charge is not sustained by the evidence.

The claim made by the U.M.W., that the Company's police force loitered around their meetings and intimidated their members is not sustained. The evidence goes to show that the Company's policemen were detailed to attend all large meetings whether of the Provincial Workmen's Association or the U.M.W. in order to protect the Company's property in case of disorder, and no instructions were given them either to get information about the meetings or to interfere with the men who attended them. There was no intimidation.

In order to understand the situation at some of the mines the following facts may be stated:—

As is customary after the close of navigation, work slackened down at the mines, and the evidence of Mr. Duggan goes to show that the demand for coal during the past winter was considerably less than the average, the output for the last five months being nearly one-half million tons lower than for the corresponding period last year. In order to keep the mines partially going the Company started to bank coal, but in spite of that a considerable number of men were laid off. This more particularly affected mines Nos. 2, 3, 4, 6, 12 and 14. It happens that at some of these mines the majority of the men belonged to the United Mine Workers, and the representatives of the men claim that it was for that reason that these mines were partially or altogether shut down. This claim is not substantiated by the evidence.

Much evidence was given to support the claim of the U.M.W. that men were discharged because they had joined that Association and were threatened with dismissal unless they left it. It does appear, and is admitted by the Company, that as the demand for coal increased, and the men were again taken on, preference was given to the members of the Provincial Workmen's Association. While it appears by the evidence that no responsible official of the Company discharged a man because he was a member of the U.M.W., there is no doubt that in a number of instances the subordinate officials advised their men in their own interest to join the P.W.A. in order that they might have a better chance of early employment.



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A special reference must be made to Dominion No. 3. The Board finds in regard to the situation at Dominion No. 3 that a section of this mine was producing less marketable coal than other places, and in view of the dullness of the coal trade a number of men were laid off, there was no discrimination shown when the men were laid off, but the Board finds—without in any way reflecting upon the evidence of the manager of Dominion No. 3—that the men who composed the committee which waited upon the manager of Dominion No. 3, were justified in assuming as a result of that interview that in seeking for re-employment it would be to their advantage to sever their connection with the U.M.W.

The mine managers, however, had no instructions from the general manager to discriminate against members of the U.M.W.A. The general manager was examined on the point and testified as follows:—

‘Q. Did you give any instructions in reference to this particular organization?—A. Well, it was represented and generally known and discussed among our people that the U.M.W. was going to get recognition; that was to be their victory. We all discussed the whole question. I set it before the men and our general attitude was that it was against the interests of the public to allow them recognition. I told our manager not to recognize them in any way or do anything that might be construed into recognition. When we were discussing with the managers as to the organization of the succeeding year we realized the necessity of getting men they could depend on. I think I told them merely as counsel that they ought to be careful for their own sake not to do anything that would be construed into discrimination against this organization. I said they should be careful not to discriminate.’

Another charge of discrimination is that certain members of the U.M.W.A., who were deputy overmen, were discharged by the Company. The rule of the Company is that the deputy overman is an official of the Company, and as such is not allowed to belong to any labour organization. The representatives of the U.M.W. claim that a man who is appointed to that position should not be required to give up his membership in the union. As it appears by the evidence that the deputy overman is in a position of responsibility, frequently exercising authority over a large number of men, the Board considers the rule of the Company disqualifying him from belonging to any labour union to be a reasonable one. The Company made their position clear on this question over 15 months ago, before the U.M.W. were organized, so that it cannot be claimed that they put it into force in order to prejudice the U.M.W. The evidence goes to show that there was no discrimination in this respect and that no deputy overmen were allowed to retain membership of their lodge with the knowledge of the Company, whether they belonged to the P.W.A. or the U.M.W. The Board considers this rule to be in the interest of the men themselves, as deputy overmen who are associated with any particular labour organization would be apt to give preference to the men of that organization or discriminate against men of a rival organization. Another obvious objection is that it would be undesirable for the deputy overmen having power to discipline workmen to belong to a labour union where the exercise of such power might afterwards pass under review.

Evidence was given to show that some of the mechanics at No. 2 were discharged because they belonged to the U. M. W. Special conditions exist at mine No. 2, in that it supplies power for lighting most of the company's mines. On the continuous operation of the plant there depends the safety and efficient operation of the other mines, and any stoppage would at once tie up all work at the other collieries. As there were substantial grounds for believing that a strike was imminent, the engineer in charge of the power plant asked his subordinates whether he could depend upon them to continue at work in the event of a strike being called. Those who stated that they would go out in the event of a strike were laid off, as the engineer, who is responsible for the operation of the plant, wished to have men under him on

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whose loyalty he could depend. As this question was asked irrespective of whether the person interrogated was a member of the P. W. A. or U. M. W., there is no evidence of any discrimination against the members of the latter organization, the only men who were laid off being men whose answers or conduct showed that they could not be relied upon to continue working.

The position at No. 6 also presents some special features. The formal complaint of the men is that the mine was almost completely closed down because a large majority of the miners there belonged to the U. M. W. Now, it appears from the evidence that it costs about 20 per cent more to mine coal at No. 6 than at other mines. During the winter coal was being banked there, principally in order to provide work for the men, but on the 9th of February the mine was closed down. Later on, when the requirements of the Steel Company increased, the company decided to resume operations at No. 6, and the whistle was blown for work on March 22. The men of that pit, who were largely U. M. W., declined to go back to work, and sent out a number of pickets, presumably for the purpose of influencing the men to stay away. As a reason for not resuming work, the representatives of the U. M. W. claim that the Company had no serious intention of resuming work there on a large scale, and that they had not made the necessary arrangements in the way of providing lamps, &c., for the men. The evidence goes to show that the manager blew the whistle for the resumption of work in good faith, and while the Company could not be expected to open up the mine to its full capacity immediately, a considerable number of men would have been employed at once, and the remainder as soon as work opened up.

It is gratifying to be able to state that while the Board was sitting at Glace Bay, work was resumed at No. 6, and we understand that the men are being employed there irrespective of the labour organization to which they belong.

An important question submitted for the consideration of the Board is whether the Company was justified in giving preference to the P. W. A.

Without dealing with the question whether a company has a right, under ordinary circumstances, in engaging workmen, to show a preference for the members of one labour union to those of another labour union, in the present case there were special circumstances which made the preference, undoubtedly shown by the Company, a natural and reasonable one. As the result of the award of a previous Board of Conciliation, the Provincial Workmen's Association, representing the workmen, became a formal party to that award, and unqualifiedly accepted its terms, and it was reasonable that in the carrying out of the Company's operations under the award the Company should give special recognition to the men who could be relied upon to abide by its terms, in preference to the men who had not assented to its terms, and some of whom were known to the company as condemning the terms of the award.

While officials of the U. M. W. now say that their association is prepared to abide by the terms of that award, this Board must deal with conditions as they existed at the time of the acts complained of by the men. Moreover, the U. M. W. still persist in maintaining the right to defy an important rule of the company in respect to deputy overmen, which rule, on the other hand, the P. W. A. have not questioned since the period when the Company sent the formal notification of the rigid enforcement of this rule, about fifteen months ago.

It should be also stated that while the Company has given a preference to the workmen of the P. W. A., the Company has shown no harshness towards the men of the U. M. W., and the general manager of the Company has declared that no man has been blacklisted or will be refused employment merely because he belongs to that organization.

The most important question before the Board was that of recognition of the U. M. W. by the Company. Here there is no question of agreements, it is purely a matter of policy. The U. M. W. claim the right to approach the management by



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committee, as is done by the P. W. A. The Company refuses to recognize that right. It may be admitted that there are advantages in dealing through committees with a recognized labour union, but the Company find themselves face to face with two rival labour organizations, and state that it would be impracticable to deal with two separate committees whose contentions might be at variance with each other. The principal reason, however, why the company refuses to recognize the U. M. W., is that they are practically a foreign organization, having dangerous and menacing powers under their constitution. It is true that the U. M. W. is international in membership, but the principal executive officers and the great bulk of the members reside in the United States. The Company points out that this has a very serious bearing on the coal trade of Nova Scotia, inasmuch as the American operators are making serious inroads into Canadian markets. It appears in the evidence of Mr. Duggan that since 1906, sales to the St. Lawrence markets of American bituminous coal have increased 531,000 tons. As the St. Lawrence trade forms the chief market of the Dominion Coal Company, anything that tends to interfere with it would naturally affect the interests both of the Coal Company and the miners they employ. The Board considers this objection of the Coal Company a very grave one, because with one foreign organization controlling the miners, labour difficulties in the United States would almost certainly lead to complication in Nova Scotia. If through labour troubles in the United States a market opened up there for Nova Scotia coal at profitable rates, pressure would undoubtedly be brought to bear on the miners in Nova Scotia to prevent exports of our coal to the United States. It is true that the U. M. W. is recognized in Western Canada, but there the conditions are different, because while Nova Scotia mines are finding it increasingly difficult to hold their own against the United States coal in the St. Lawrence trade, the Canadian mines of the west not only hold their own market, but in many cases can afford to export to the United States notwithstanding the duty. Another and most serious objection to recognizing the U. M. W., arises in connection with certain clauses in their constitution. One clause of that constitution states 'that local unions shall be composed of miners, mine labourers and other workmen, skilled and unskilled, working in and about the mines, except mine managers, top boss and persons engaged in the sale of intoxicating liquors.' Under this rule every man except the superintendent and manager of the mine is eligible for membership in the union. This the Board considers to be a dangerous and unusual rule and not in accordance with the custom in Great Britain and other mining centres. It is also in conflict with a rule of the Dominion Coal Company, a special reference to which is made in an earlier paragraph of this report.

But the most objectionable clause in the constitution is as follows:—

'The international officials shall at any time they deem it to be the best interests of mine workers in a district that is idle, for just and sufficient reasons order a suspension in any other district or districts that would not in any way impede the settlement of the districts affected, provided that such action would conserve to the best interest of the U.M.W. of America.' This rule makes it quite possible for the executive of the Mine Workers, whose head office is in Indianapolis, Indiana, to proclaim a strike in Nova Scotia if they considered it to be in the interest of the U.M.W. as a whole. Inasmuch as all the dominating interests of the U.M.W. are centered in the United States, it seems clear that the policy of the organization would be governed by the interests of the mines there. Consequently it is not unreasonable to anticipate that on some future occasion, although labour conditions in Nova Scotia might be satisfactory, it would be to the interest of the U.M.W. as a whole to proclaim a strike in Nova Scotia. That is a power which in our opinion no foreign body should be able to exercise over our industrial interests in Nova Scotia. The Board considers that the Coal Company is justified in refusing to recognize any organization that could



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exercise such a dangerous and continually menacing power. Foreign officials sitting at Indianapolis should not have the power to decree that Nova Scotia miners, even when without a grievance, must stop working, and thereby cripple a great Nova Scotia industry.

In conclusion the board desires to report that, so far as it has been able to ascertain, the conditions obtaining at the collieries in Cape Breton are in many respects superior to those at most of the mines in the United States. While differences of opinion have arisen between operators and the men, they have hitherto been arranged in a mutually, friendly and satisfactory manner.

Existing unsettled labour conditions have the effect of disturbing business, creating apprehension as to the future and thereby reacting to a large extent on the welfare of the miners themselves.

Without presuming to dictate as to which union the men should belong, or as to whether they should belong to any union, we think it is in the interest of the operators, the men themselves and the whole community, that our labour difficulties, which will always be with us, should be settled amongst ourselves, and not be subject to the control of any outside party. The men must see that their interests are bound up with those of the Coal Company, and while they naturally expect to share in the prosperity of the Company, anything that tends to hamper materially the operations of the Company must in the end prejudicially affect themselves.

The general manager has declared that his instructions were and are that there should be no discrimination against the members of the U.M.W. as such, and the Board wish to add that all officials of the Company should be extremely careful to avoid anything that would afford ground for suspecting discrimination or unjust favouritism.

The Board takes pleasure in expressing appreciation of the readiness of both parties to furnish information affecting the questions at issue, of the straightforward way in which the witnesses gave their evidence, and of the spirit of conciliation which was manifested in an increasing degree as the inquiry proceeded.

It is the earnest wish of the Board that the investigation which has taken place may in some degree result in a better and more sympathetic understanding between the Coal Company and its employees; that each may show a conciliatory attitude towards the other, and that all connected with the mines may work harmoniously together for the success and prosperity of the coal industry of the province.

Inclosed herewith are the exhibits and evidence in this matter.

Halifax, April 14, 1909.

W. B. WALLACE,  
Chairman.  
G. S. CAMPBELL.

THE HON. RODOLPHE LEMIEUX,  
Minister of Labour,  
Ottawa.

## MINORITY REPORT.

The text of the minority report, submitted by Mr. Daniel McDougall, is as follows:—

TO THE HONOURABLE THE MINISTER OF LABOUR,  
Ottawa, Ont.

*Re* the dispute entitled Dominion Coal Company and employees.

The undersigned, acting on behalf of the men and parties making application for the Board, namely, James D. McLennan and Peter Patterson, beg to report as follows:—

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Your Board met in the town of Glace Bay and held sessions continuously for seven days, when a great amount of evidence was produced, the same being under oath, and has been submitted to your department.

The final sitting of the court was held in the city of Halifax to endeavour to arrive at a settlement and of finding a recommendation to be submitted to your Department, but I having failed to agree with my colleagues on a finding, decided to submit a minority report as follows and per evidence brought forward at the investigation.

The first and principal clause in our application for the Board was the matter of discrimination; to this I have to say:—

That in all the evidence brought forward we proved direct cases of discrimination, and would have brought forward more cases from all the collieries were it not that the Company by their solicitor admitted that they were prepared to close the case and admit that there had been discrimination. Of course the company says it was only 'preference' of one class of employment. This being the case, it undoubtedly makes a case of discrimination against the other class, or, to be plainer, that the Company gave a preference to the Provincial Workmen's Association, thereby excluding the members of the U.M.W. of A. from any privileges they were entitled to as employees of the said company, this being a deliberatt violation of section , subsection (C) relating to the employment of children or any class of persons. To bring this matter clearly before your department, I think the evidence produced will show by Mr. Curry's evidence of Michael Burns, pages 9 and 10, Thos. Accleshaw on pages 11 and 13; Mr. McInnes, manager of No. 3 mine on pages 14 and 17; Neil Stewart, pages 22, 23 and 24; R. J. McNeil on page 30, and all through the evidence until we come to page 99, Mr. Mitchell's statement, he being manager of No. 6 colliery, and, in fact, all through the evidence, it is plainly shown our men have been discriminated against.

I, therefore, submit that on the part of the officials of the Dominion Coal Company there has been the most violent cases of discrimination. Therefore, having, in my opinion, proven to your Department that there has been discrimination, we must, therefore, endeavour to find any justification there may be for this discrimination or preference, and the best way to establish that there has been no cause is by taking the company's reply to this department. I submit that clauses 1, 2 and 3 do not in any way justify the Company in making this discrimination, from the fact that we consider the award of the Board held last year binding on all its employees.

In regard to paragraph four we wish to call attention to the evidence of Alexander Dick, where he admits that he always sells more coal than the collieries can produce during the open season and the St. Lawrence being closed is a normal thing. And it is submitted that although the Americans increased their sales up the St. Lawrence, there is nothing in the evidence to indicate that the St. Lawrence trade will not keep the collieries busy this year as it has last. In fact, the only place where the sales have decreased, according to Mr. Dick, is the New England states. But that we say in regard to the whole paragraph four is that, even assuming it is correct, it afforded no reason for the company in restricting its operations discriminating against our members, since our members and our organization have not been in the least to blame for this state of affairs (this latter has been admitted by Mr. Dick), and we say that in the restricting of operation process work should have been divided as in other years.

As to paragraph five, we say that this whole paragraph fades away under the admission of the Company, that any agreement, award or settlement now existing is binding as between the company and its employees, regardless of whether they are P. W. A., U. M. W. or members of neither society, and even had this not been admitted, a glance at the award itself would be sufficient. (See also further on in this argument the paper of Professor Shortt). This being admitted that the award was

for the benefit of all employees and nothing contained in it authorizing a preference to union or non-union men, what justification for preference or discrimination is made out in paragraph five?

As to paragraph six, practically the same observations apply to it.

As to the last paragraph of the reply, we shall deal with it by sentences.

As to the first sentence, 'The property of the coal industry in Nova Scotia depends upon its being able to compete successfully with American coal operators in the Canadian markets.' We admit the truth of the proposition in general, and we say that according to the evidence of their own witness, Mr. Dick, they have not been able to successfully compete in Canadian markets, but they have been able to go into the territory of competitors in the hardest season of the year for transportation, and pay the duty and get their share of contracts in the New England states. They are also able, according to Mr. Dick, to ship coal to the Canadian markets, and pay \$1 freight via Portland, and still hold their own against those terrible Americans. And over and above all these admissions of Mr. Dick, we have his crowning statement that the fact of the U. M. W. being solidly established in Nova Scotia will not affect the conditions in the Canadian markets in the least.

As to the next sentence, 'It would be most prejudicial to the industry if the workmen therein became subject to the control of a foreign labour union such as the United Mine Workers of America, which is organized in the States where its chief officers reside.' We say they have produced no evidence to show that it would be prejudicial, and that the evidence of Mr. Dick tends to show it would not. We say further our organization is not foreign, but international, and we could have proven had it not been practically admitted by Mr. Duggan that they are now dealing with two such international unions—one on their railway and another in their machine shops. It may be further noted that while Mr. Duggan was refusing to speak to Donald Grant, an old employee, and Peter Patterson, a Nova Scotian and Canadian international board member, because they happened to be members of this so-called foreign labour union, he was in correspondence with Thomas Lewis, the president of the U. M. W. of A., down in Indianapolis.

In answer to the last sentence of the Company's reply we need only point to the evidence of Mr. Dick, who admits that regardless of whether the U. M. W. triumphs in Nova Scotia, the company will always have the same competitors in the St. Lawrence, and that so long as there is no strike in Nova Scotia their chances of holding their own against the Americans never were better. If the Coal Company now by their discrimination and unfair treatment, cause a strike, they themselves will be to blame for the ruination of the coal trade. We say finally that if the whole reply or any part of it was intended to suggest that the opposition met in the Montreal markets had any connection with the U. M. W. organization, that the Company have failed to produce any evidence on which even to base an argument to that effect. And we say boldly, in view of our frequent challenges to the Company to put any of our officers, including Mr. Patterson, on the stand, and these men could give the whole history of the organization of the Nova Scotia district.

In conclusion, we submit that the Company first decided to crush out the union here, and then started to hunt up reasons and excuses for doing so, and we say this is borne out by the fact that they have at different times given different reasons and excuses.

One more point coming to mind and which has been put forward was the fact that the Dominion Coal Company discharged some of its employees because they were shotfirers, or what they term 'deputy overmen,' and they contended they should not belong to any union. We take the stand that men of this class should not be hindered from joining any society they wish, from the fact that the union themselves places restrictions on those who should belong to labour unions, and further, the



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special rules of the Company have to be posted up in prominent places for the guidance of the workmen according to the Coal Mines Regulation Act of the province of Nova Scotia, and their special rules so posted up do not say that these people are officials. We take this point, that if the Dominion Coal Company continues creating officials the men will all be in the role, thereby leaving no room for any to escape, and that being a fact Prof. Shortt's argument in *Labour Gazette* of January, 1909, page 697, has no foundation. We therefore submit to the Department that the Coal Company, or any other company, has no jurisdiction to say if a man should belong to a society or not—more particularly a union.

The only matter remaining is a recognition of our union, which I personally and in behalf of the men cannot see any just reason for the Company not receiving a committee from us to adjust any grievances that may arise with our men. As to cases where the matter of recognition has been accorded the United Mine Workers of America, we would quote Reports of 1907-1908 of the Department at pages 336, 337 and 351, which in our opinion is the only way this matter can be settled. We therefore urge a recognition by committee as shown by Mr. Mitchell, Mr. Duggan and other officials, that dealing with a committee is the most satisfactory method of adjusting a grievance, and we, therefore, strongly urge and recommend it for the reasons given. For the other reason, that if this is not done we fear great friction may occur and great trouble may be brought on by members being discharged. For example, a member might be discharged for a sufficient cause and under circumstances that no union would defend him, but if he came to his local and put his own colouring to the story it might be regarded by the local as discrimination, and since this question has now been referred to a Board the whole union might strike, whereas, if the case was gone over by the committee and the manager, the member might be held to be in the wrong and trouble avoided, and at least this would give time to allow the parties to cool off.

If the Company agree with the employees along those lines I see no reason why industrial peace should not prevail and a prosperous time for the Company be the outcome.

All of which is respectfully submitted,

(Sgd.) DANIEL MCDUGALL,  
*On behalf of the men.*

### III.—APPLICATION FROM EMPLOYEES OF THE BRITISH COLUMBIA COPPER COMPANY, GREENWOOD, B.C.—BOARD ESTABLISHED—EMPLOYEES CEASED WORK.

*Application received.*—April 5, 1909.

*Parties concerned.*—British Columbia Copper Company and employees.

*Applicants.*—Employees.

*Nature of industry concerned.*—Metal mining (copper).

*Nature of dispute.*—Alleged discrimination against certain employees.

*Number of employees affected.*—225.

*Date of constitution of Board.*—April 29, 1909.

*Membership of Board.*—His Honour Judge P. E. Wilson, Cranbrook, B.C. (Chairman), appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. E. Cronyn, Toronto, Ont., appointed on the recommendation of the employing Company, and Mr. John McInnis, Phoenix, B.C., appointed on the recommendation of the employees.

*Reports received.*—May 21, June 3 and June 11, 1909.

*Result of inquiry.*—Employees refused to accept findings of Board and ceased work on June 26, 1909. Strike continued until July 24, 1909, when a settlement was effected.

The Minister received, on May 21, the report of His Honour Judge P. E. Wilson, of Cranbrook, B.C., as Chairman of this Board. At the same time a separate report was received from Mr. John McInnis, M.P.P., of Phoenix, B.C., the member appointed on the recommendation of the employees. The report of Mr. Edward Cronyn, of Toronto, the member of the Board appointed on the recommendation of the Company, was received in the Department on June 11.

The application for the establishment of this Board, received in the Department on March 30, alleged discrimination on the part of the British Columbia Copper Company against two members of the Greenwood Miners' Union, No. 22, Western Federation of Miners, namely, T. Y. McKay, J. B. King and others, 'by discharging them from their employment for no apparent reason but their being active members of Greenwood Miners' Union.' The union demanded that the British Columbia Copper Company cease discriminating against their members and reinstate all members so discriminated against; also that the British Columbia Copper Company adjust all grievances that may arise in the future through a committee from the Greenwood Miners' Union. The number of persons affected by this dispute was said to be approximately 225 men. Mr. John McInnis, M.P.P., of Phoenix, B.C., was appointed a member of this Board on the recommendation of the employees, and Mr. Edward Cronyn, of Toronto, was appointed on the recommendation of the Company. In the absence of any joint recommendation from Messrs. McInnis and Cronyn, the Board was completed on April 29 by the appointment of His Honour Judge P. E. Wilson, of Cranbrook, as chairman.

At the opening sitting of the Board the complaints of the employees concerned were amplified as follows:—

(1) That the management of the B. C. Copper Company recognize a committee from the Greenwood Miners' Union No. 22, W.F.M., to adjust all grievances between the B. C. Copper Company and its employees.

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'(2) That the B. C. Copper Company cease discriminating against members of Greenwood Miners' Union No. 22, W.F.M.

'(3) That the B. C. Copper Company reinstate J. B. King and T. Y. McKay and pay to them their wages in full from the time of their dismissal until such time as they are reinstated.

'(4) That the B. C. Copper Company shall not discriminate against men on account of their political opinions.

'(5) That the B. C. Copper Company shall not alter existing conditions of employment of their employees without notifying the president or secretary of the Greenwood Miners' Union No. 22, W.F.M., and all notifications shall be in writing.

'(6) That the management of the B. C. Copper Company, or any of its officials, shall not use any influence or in any manner interfere with their employees in their choice of doctor or doctors.

'(7) That the management of the B. C. Copper Company cease soliciting the board of trade and certain individuals for the purpose of discrediting Greenwood Miners' Union No. 22, W.F.M.'

On June 21 a strike was declared of the employees concerned in this dispute, in which recognition was sought for the Western Federation of Miners' organization. The strike continued until July 24 following, when a settlement was effected and operations were resumed in the Company's mines.

## SUMMARY OF SEVERAL REPORTS.

His Honour Judge Wilson in his report observed that 'the whole industrial situation in this camp is unfortunate. A feeling of distrust prevades the whole atmosphere, and so long as that feeling continues so long will trouble continue.' In respect of the recognition of the union, which was one of the main points of the dispute, the Company claimed that some of their employees were not members of Greenwood Miners' Union, and that as to these it was manifestly unfair that they should have to adjust grievances through the union. Judge Wilson, Chairman, and Mr. Cronyn, member of the Board appointed on the recommendation of the Company, both referred in their reports to certain letters submitted in evidence by the Company in which individual workmen had been informed by the secretary of Greenwood Miners' Union that a fine had been placed against them for refusing to become members of that body, and that they would be advertised as 'unfair to organized labour.' In commenting on these letters the chairman observed that 'such action on the part of the union seems, in my opinion, to depart from the true spirit of unionism, which, as I understand it, is to obtain a fair deal for the employees. In my opinion, the letters strongly smack of disloyalty not only to unionism but to the laws of the country itself, and such a course as that adopted by the Greenwood Miners' Union cannot do otherwise than lead to distrust by the employer, and not only to that, but to non-recognition by the employer, who should fairly recognize his non-union employees as well as his union employees, and these letters certainly give him fair grounds for stating that he finds it impossible to recognize the union under such conditions. If it had not been for this unfortunate evidence, I certainly feel that there was no justification whatever for the Company refusing recognition of the union.'

The Chairman was of opinion that in fairness, not only to capital, but to labour itself, each union should have the power to make a binding contract, and that if this were the case 'it would do much to lessen the feeling of permanent unrest which seems to prevail at Greenwood.' With these two points settled he saw no reason why the parties to the dispute could not come together. The one foundation for the dispute was the demand of the Greenwood Miners' Union for recognition at the hands of the Company, and Judge Wilson added, 'upon elimination of the union's procedure as against non-union men and union men who are in arrears, as above outlined, that the



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Company might and should recognize the union in dealing with union employees.' In conclusion he recommended: (1) That the union eliminate any practice of discrimination as against non-union men. (2) That upon the cessation of such procedure the Company recognize and deal with the union in regard to all questions affecting union men. (3) That no discrimination be shown against any person by reason of his taking an active part in the union.'

Mr. Cronyn, in his findings, gave it as his opinion that the British Columbia Copper Company was amply justified in refusing to recognize or to deal with Greenwood Miners' Union.

Mr. McInnis found that 'the charges made by the Greenwood Miners' Union were well founded,' and gave it as his opinion that 'the difficulties between the management and the employees were due largely to the failure of the manager of the Company to meet his employees in a spirit of fairness.' 'There has been,' Mr. McInnis observed, 'scarcely any serious labour troubles for a number of years, and this condition is due in a large measure to the fact that nearly every company operating in the provinces recognizes the Western Federation of Miners.' He recommended, therefore, that the British Columbia Copper Company recognize and do business with the Greenwood Miners' Union, and that all questions affecting wages and conditions between the Company and the employees be adjusted through the said union.

Mr. McInnis, in his report, stated that 'after all the evidence was adduced, the Board endeavoured to get the parties to the dispute together, so that, if possible, they might arrive at an understanding. The officials of the union signified their willingness to confer and settle on reasonable terms, but the representative of the Company refused point blank to have any dealings with the union.' The Department has received copies of correspondence showing that in a letter, dated June 16, to His Honour Judge Wilson, of Cranbrook, the British Columbia Copper Company disputed the accuracy of the foregoing statement in Mr. McInnis' report, and asserted that no such suggestion had been received by the Company. In reply Judge Wilson declared the Company's statement in this matter to be correct, and added that a statement by Mr. Cronyn that it was no use to have suggested a conference as in the face of the evidence he (Mr. Cronyn) knew that the Company could not consider the points, was the only ground that could exist for such a statement.

### REPORT OF CHAIRMAN OF BOARD.

The text of the finding of His Honour Judge P. E. Wilson, as Chairman of the Board, is as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of differences between the British Columbia Copper Company and its employees.

The Chairman of this Board begs to report as follows:—

On my appointment, at the earnest solicitation of both parties, I forthwith went to Greenwood, and a meeting was at once held on my arrival on May 1.

The complaint as filed with the Board was amplified by the employees, who submitted a statement in writing which sets out their ground for complaint. That statement is as follows:—

Mr. Chairman and Members of the Conciliation and Investigation Board.

Gentlemen,—The members of the Greenwood Miners' Union in making application for a Conciliation and Investigation Board, under the Industrial Disputes Act, do not wish to leave the impression on the public that we consider this Act is in any way intended to benefit the working class.

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In fact, we consider the Industrial Disputes Act the most hostile piece of legislation on the statute-books of Canada at the present time against the labouring class.

Our reason for thinking so is that the corporations can ignore it in nearly every case, and as shown in one case in which Greenwood miners were interested, and it would have been to our benefit to have a Board appointed, the Deputy Minister of Labour advised us that the Department of Labour did not consider a copper mine a public utility. In May, 1907, the members of Greenwood Miners' Union, believing that they were entitled to a higher rate of wages as the cost of living had advanced, and as the price of copper had been over 24 cents for the previous six months, made a demand on the different mining companies operating properties in the jurisdiction of Greenwood Miners' Union for an advance of fifty cents a day in wages, and believing that copper mines would come under the Industrial Disputes Act, we made the demand to take effect the 1st June, 1907.

The members of Greenwood Miners' Union believed at that time that if we could get a Conciliation and Investigation Board that we had the whip hand, as there had been enormous losses to the B. C. Copper Company through mismanagement, and if we could get a Board to demand the Company's books, the management of the B. C. Copper Company would grant our demands before it would allow an investigation.

But as the charges have often been made that the Western Federation of Miners is a lawless organization, we invite you to make a thorough investigation into our methods of doing business, as we have nothing to conceal, and in making application for a Conciliation and Investigation Board one of our objects is to let the public know the true condition in Greenwood camp.

When we made the demand in May, 1907, for an increase in wages, the managers of the different companies operating in the boundary asked the committees representing the different unions to meet them in a body as they would like to make a scale of wages to be general all over the boundary country, and when the committees met them they asked for time to go to New York to interview the executive board of the different companies, or alien corporations operating in the boundary, and the committees representing the unions granted them the time on condition that they would give an answer before 1st of June, 1907. After the managers returned and we realized after meeting them that they did not intend to grant the raise on the plea that with copper at 24 cents a pound there was very little profit for them. After showing them that 50 cents advance in wages per day would amount to about one-tenth of a cent on a pound of copper, taking their own report as a basis to work on, as they claimed that they could produce copper and lay it down in New York at between 9 and 10 cents a pound. Mr. Hodges, the chairman of the managers, remarked that the reports as they sent them out were only to hornswooble the stockholders. The committee representing the various unions then made up their minds to apply for a Conciliation Board, and in answer to a telegram that we sent to the Minister of Mines, his deputy notified us that we did not come under the Lemieux Act, as the copper mines were not considered by the Department a public utility. Then realizing that we had all the power of capital with the public press, including the mining journals of Canada and America, printing lying reports sent out by agents of the Mine Owners' Association against us, we arrived at a compromise.

After the union voted on the scale and we adopted it, we posted a copy of the scale on a building at the Mother Lode mine so that the men would know what they were being paid, so that they could mark their cards supplied daily by the Company for that and other purposes. Mr. McAllister sent word to the superintendent at the mine to take the copy of the scale down, as he had not been notified officially by the Greenwood Miners' Union of adoption of scale. We had then to make a trip to the B. C. Copper Company office and notify him to that effect.

The managers of the various companies began to realize that the men by being organized were a power to be reckoned with, and Mr. McAllister started in very soon



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to show us that any man taking an active part in the union could not work for him. Notwithstanding the fact that we did not ask for a raise in wages for six months after copper had advanced to 24 cents, and when we did demand the raise we gave the management over one month's notice, but when the price of copper dropped, and the conditions in the labour market were favourable to the operators, the various managers of the large companies got together and closed all the properties in the boundary without even 12 hours' notice, for no other reason than to defeat the objects of the Lemieux Act, as the Minister of Labour had given a decision after we had settled our grievances in May, 1907, that a copper mine was a public utility.

In May, 1908, the B. C. Copper Company resumed operations under a reduced wage scale, but as copper was nearly one cent lower than when they shut down they cannot claim as an excuse the high wages paid in November as a reason for shutting down in November, 1907.

During the shut-down of the B. C. Copper Company's properties in November, 1907, and the resumption of work in May, 1908, Mr. McAllister was very active in getting the Greenwood Board of Trade to adopt certain resolutions placing all the responsibility of the closing down of the B. C. Copper Company's properties on the labouring class, and the same resolutions were published and comments made in a great many of the mining journals published in America. Mr. McAllister also tried to influence foremen in charge of other properties near Greenwood to not employ certain men that belonged to the union, giving as a reason that if the said foremen employed union men that they would divide their wages with men that he was trying to drive out of Greenwood, and he also made the remark that he had two good men in the union to report what was going on.

In the appointment of E. C. Warren to the position of manager at the B. C. Copper's smelter we believe we can show to the satisfaction of this Board that the only qualifications that he had for this position was that he was president of Greenwood Board of Trade and the recognized political boss in Greenwood of the Conservative party in British Columbia, and that the said E. C. Warren would use his influence to disrupt Greenwood Miners' Union.

A few of the reasons that Mr. McAllister wanted to disrupt the union were because that Greenwood Miners' Union were trying to get the benefit of certain laws on the statute books of British Columbia, namely, the Master and Servants' Act and the Workmen's Compensation Act, and we believe we can show to the satisfaction of this Board that he has deliberately schemed to impose a Company doctor on his employees to defeat the objects of said Acts. We also believe that we can show to the satisfaction of this Board that there has been no effort on the part of the present management of the B. C. Copper Company to operate the mines and smelter of the said Company for the interest of the stockholders as a whole, but their only object was to handle a large tonnage, and in trying to treat a large tonnage it resulted in enormous losses to the B. C. Copper Company.

And we also accuse Mr. McAllister of using every means in his power to compel Greenwood Miners' Union to call a strike so that he can place the responsibility of his mismanagement on to the shoulders of Greenwood Miners' Union.

Respectfully submitted,

ACTING FOR MINERS' UNION.

Greenwood, B.C., May 1, 1909.

#### DEMANDS MADE BY GREENWOOD MINERS' UNION OF THE B. C. COPPER COMPANY.

1st. That the management of the B. C. Copper Company recognize a committee from Greenwood Miners' Union. No. 22, W.F.M., to adjust all grievances between the B. C. Copper Company and its employees.



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- 2nd. That the B. C. Copper Company cease discriminating against members of Greenwood Miners' Union, No. 22, W.F.M.
- 3rd. That the B. C. Copper Company reinstate J. B. King and T. Y. McKay in their employment, and pay the said J. B. King and T. Y. McKay their wages in full from the time of their dismissal until such time as they are reinstated.
- 4th. That the B. C. Copper Company shall not discriminate against men on account of their political opinions.
- 5th. That the B. C. Copper Company shall not alter any existing condition of employment of their employees without notifying the president or secretary of Greenwood Miners' Union, No. 22, W.F.M., and all notifications shall be in writing.
- 6th. That the management of the B. C. Copper Company or any of its officials, use any influence or in any manner interfere with their employees in their choice of doctor or doctors.
- 7th. That the management of the B. C. Copper Company cease soliciting the aid of the board of trade and certain individuals for the purpose of discrediting Greenwood Miners' Union, No. 22, W.F.M.

In reply to that the Company filed a statement denying the statements.

The first complaint is that the management of the B. C. Copper Company refused to recognize a committee from the Greenwood Miners' Union to adjust all grievances between the B. C. Copper Company and its employees.

The Company undoubtedly refuse to recognize the union. Undoubtedly the great majority of the Company's employees belonged to the union. On this point I certainly think that in fair dealing in industrial occupations there must be a recognition of the union by the employer in all matters in which a member of the union is involved. The union simply seeks by combination to protect its members, and so long as it does that it seems to me that it must and should be recognized by the employer. In this case, however, the employer objects to recognizing this particular union. If that objection is against unionism as such, then clearly the employer is in the wrong, but if, as the Company maintains in this case, the complaint is against unionism in the manner in which it is adopted at Greenwood, then there may be some grounds for the refusal to recognize the union at Greenwood. The Company assert that they have such grounds by reason of the stand taken by the union as against non-union men and against members of the union who refused to reinstate themselves in the union. On that question they put in evidence certain letters which follow:—

GREENWOOD MINERS' UNION No. 22.

Greenwood, B.C., April 22, 1909.

Mr. FRED. HOPKINS,

Greenwood, B.C.

DEAR SIR,—Take notice that the members of Greenwood Miners' Union, at a regular meeting, placed a fine of \$50 against you for refusing to join this organization while working under our jurisdiction, and I was instructed to advertise you as unfair to organized labour, until such time as you become a member of this organization and pay the above fine into the treasury of Greenwood Miners' Union.

(Sgd.) GEORGE HEATHERTON,  
Secretary.

Greenwood, B.C., April 20, 1909.

Mr. BERT HOPKINS,

Greenwood, B.C.

DEAR SIR,—I wish to notify you that at a regular meeting of Greenwood Miners' Union the members of this organization placed a fine of \$50 against you for refusing to put yourself in good standing in Greenwood Miners' Union, and I was instructed

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to advertise you as unfair to organized labour, until such time as you pay the fine and put yourself in good standing in Greenwood Miners' Union. I remain,

Yours truly,  
(Sgd.) GEORGE HEATHERTON,  
*Secretary.*

Greenwood, B.C., April 24, 1909.

Mr. GEORGE AIKEN,  
Greenwood, B.C.

DEAR SIR,—I wish to notify you that at a regular meeting of Greenwood Miners Union the membership of this organization placed a fine of \$25 against you for refusing to become a member of Greenwood Miners' Union, and I was instructed to advertise you as unfair to organized labour until such time as you become a member and pay the above fine into this union. I remain,

(Sgd.) GEORGE HEATHERTON,  
*Secretary.*

Such action on the part of the union seems, in my opinion to depart from the true spirit of unionism, which, as I understand it, is to obtain a fair deal for the employee. In my opinion, the letters strongly smack of disloyalty not only to unionism, but to the laws of the country itself, and such a course as that adopted by the Greenwood Miners' Union cannot do otherwise than lead to distrust by the employer and not only that, but lead to non-recognition by the employer, who should fairly recognize his non-union employees as well as his union employees, and these letters certainly give him fair grounds for stating that he finds it impossible to recognize the union under such conditions. I cannot find, by reason of the date of the letters that they were the cause of complaint in this matter, but it seems to me that such letters having come to the knowledge of the employer that he is to that extent justified in refusing to recognize the officials of the union that acts in that manner. If it had not been for this unfortunate evidence, I certainly feel that there was no justification whatever for the company refusing recognition of the union.

The employer stands in a peculiar position. He must deal fairly with his non-union men as well as with his union men, and it seems to me that he is not acting outside the scope of fairness in protecting his non-union employee from an unfair demand made by union.

Again it must be borne in mind that the employer dealing with the union is dealing with a body which has not, in itself, any power to make a binding contract and on this point it seems to me that in fairness not only to capital, but to labour itself, that each union should have the power to contract. If that were the case I think it would tend much to lessen the feeling of permanent unrest which seems to prevail at Greenwood.

These two points being settled, I can see no reason why the parties in this dispute cannot get together. Really, the one foundation for the dispute is based on the one demand, *i.e.*, recognition of the union, and I think that upon the elimination of the union's procedure as against non-union men and union men who are in arrears as above outlined, that the Company might and should recognize the union in dealing with union employees, I felt that there might be some question on this point. The dismissal complained of happened at an unfortunate time. The Company was putting down its force. There was a feeling among the men, and everything that was done on either one side or the other was looked upon with distrust by the opposite party. I cannot find on this point that there was a clear discrimination against union men as such. There is suspicion in regard to cause of dismissal, but as it was done at a time when the Company was cutting down its force, I cannot find this charge is proved.

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(3) This demand is covered by my findings in the above.

(4) As to discrimination on account of political opinions, I do not think that existed.

(5) I think that this demand must necessarily stand or fall on No. 1. The Company, in fairness, should notify the men as to altering existing conditions of employment within reasonable scope. This matter is also one that speedily will be remedied when an adjustment can be arrived at between the Company and the union, as to recognition of the union by the Company.

(6) This demand is also one which I cannot find that the men have any complaint, and one which will speedily be remedied by recognition of the union by the Company.

(7) This demand is one in regard to the Company soliciting the aid of the Greenwood board of trade and certain individuals for the purpose of discrediting the Greenwood Miners' Union. On this point, I think there was no question that the men who signed the resolution complained of did so in all fairness and sincerity for the good of the community. The people of Greenwood, suffering as they did from shut-down after shut-down, were extremely anxious that work continue on this, the largest, property in their community. When apparently labour troubles had been arranged, the appearance of a notice requesting the men not to return to work until further notified, although it was accompanied by a notice calling a meeting of the union, filled their minds with distrust as to the future of the labour situation, and they, I think reasonably, felt as a board of trade, that a resolution deprecating the spirit of agitation in the district was one that would fairly meet with the approval of all parties without it being suggested that it was in any way directed against unionism. I think they were absolutely fair in that matter and were acting, as they thought, in the best interests of the community, apart altogether from any solicitation by the Company.

I would recommend:—

(1) That the union eliminate any practice of discrimination as against non-union men.

(2) That upon the cessation of such procedure the Company recognize and deal with the union in regard to all questions affecting union men.

(3) That no discrimination be shown against any person by reason of his taking an active part in the union.

The whole industrial situation in this camp is unfortunate. A feeling of distrust pervades the whole atmosphere, and so long as that feeling continues so long will trouble continue. Unless some feeling can arise which will tend to a belief by each party in human nature, even if the party is of the opposite side, no cessation of the present trouble can be contemplated. If the employer will fairly recognize fair union labour and the union will fairly deal with the employer, then trouble will cease, otherwise it will continue forever.

(Signed) P. E. WILSON,  
Chairman.

## MR. CRONYN'S REPORT.

The text of the finding of Mr. Edward Cronyn, member of the Board appointed on the recommendation of the Company, is as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of differences between the British Columbia Copper Company and its employees.

Report of the member of this Board nominated by the Company:—

At the conclusion of the sessions of the Conciliation Board, when it became apparent that it was impossible to make an unanimous report, it was arranged between the Chairman and myself that as we were entirely agreed upon all the points in question, that we should send in a majority report signed by both of us. Later, however,



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the Chairman advised me that after talking with some of the citizens of Greenwood he had come to the conclusion that his report would have a more beneficial effect on the labouring classes if he were not associated with the Company's nominee in making it, although he again unqualifiedly agreed with me in the whole matter.

Having lived for some years in the mining camps of British Columbia, including Greenwood, I am thoroughly familiar with labour conditions there. It is a fact that the American labour organization, known as the Western Federation of Miners has for years been strenuously endeavouring to establish itself in the mining camps of British Columbia. It is notorious that many of the leading spirits of this organization in the states not only countenance, but encourage methods and principles which are entirely in defiance of law and order, and it is greatly to be deplored that this organization should have been permitted to gain any foothold whatever in Canada. It is hard for citizens of the eastern part of this country to understand to what lengths prominent members of this organization are prepared to go in their effort to dominate other members, and to enforce their wishes upon any community in which they operate. It is clear from evidence given at trials in the Western States, that violations of the law, sometimes involving crimes of violence and even murder, have been committed and justified by prominent members of this organization, and their defence has been paid for by the unions and public subscriptions made for them through the unions.

After a most careful consideration of all the evidence brought before the Board, I am convinced that the employees of the British Columbia Copper Company have no real grievances against the Company, and that the grievances alleged by the Miners' Union was merely trumped up by the officers of the Greenwood Miners' Union, No. 22, a branch of the above mentioned Western Federation of Miners, as they considered that the time was an opportune one to force the Company to recognition of the union in such a way as to make it absolutely necessary for any one applying for work in the Company to join the union.

It is quite clear from the evidence offered that these officers were not only not acting in the best interest of the employees of the Company in endeavouring to make trouble with the Company, but were actually taking steps to this end in opposition of a large proportion of the employees.

The leading spirit in the Greenwood Miners' Union appears to be one Heather-ton, who conducted the case of the Miners' Union before the Conciliation Board, and in giving evidence he took a pride in describing methods followed by the union in recruiting new members, in retaining old members, and in dealing with those who would not become members, in which intimidation and blackmail were the leading features.

The address made to the Board by the manager of the Company at the first session, held on Saturday, the 1st day of May, and the answer thereto made by the above-mentioned Heatherton on Monday, the 3rd of May, are set out at full length, as they seem to give a reasonable indication of the spirit in which the Company and the union approached the Board.

The address of the Company's manager was as follows:—

'Upon receipt of the copy of the application for a Board of Conciliation we wrote the Honourable the Minister of Labour suggesting that this Board be not appointed as there were no matters in dispute between ourselves and our employees. The Honourable Minister decided that it was better to grant the Board, and we have, therefore, willingly entered into the spirit of the conciliation and are here to assist you in every manner in our power.

'You will note that the word "employees" while used by the Department of Labour in its communication to us in this matter, does not appear at all in the ap-

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plication for the Board, so that it would seem we are called upon to deal with a matter respecting the Western Federation of Miners only.

'First and last we wish to emphasize that we have no dispute with this organization, nor have we discriminated against its members. Our works are open to all capable men seeking employment, and we never inquire whether they belong to the Western Federation of Miners, carpenters, electrical workers or any other craft union, but at the same time we constantly refuse to discriminate against men who do not happen to be allied to these, nor will we countenance coercion to force our employees to attach themselves to any organization. Our attitude is simply that while we sympathize with organized labour when properly directed, we do not assume an arbitrary stand in any direction as regards the individual, merely requiring that he performs the duties assigned to him to our satisfaction.

'It is our endeavour to stand faithfully by our employees who are honest in their endeavour to do what is right, and on this account we intend that you shall have every evidence of the conciliatory spirit in which we appear before you. Should it be required we shall give you most conclusive evidence that there has been no discrimination, not only in the cases cited in the application, but also at any time, and, in addition, we shall show you why it is not practicable to accede to the demand made in the application that any grievances that may arise be adjusted through a committee of the Greenwood Miners' Union of the Western Federation of Miners.'

The address of the secretary of the union was as follows:—

'The members of Greenwood Miners' Union in making application for a Conciliation and Investigation Board, under the Industrial Disputes Act, do not wish to leave the impression on the public that we consider this Act is in any way intended to benefit the working class.

'In fact, we consider the Industrial Disputes Act the most hostile piece of legislation on the statute-books of Canada at the present time against the labouring class.

'Our reasons for thinking so is that the corporations can ignore it in nearly every case, as shown in one case in which Greenwood Miners' Union was interested, and it would have been to our benefit to have a Board appointed, the Deputy Minister advised us that the Department of Labour did not consider a copper mine a public utility.

'In May, 1907, the members of the Greenwood Miners' Union believing they were entitled to a higher rate of wages, as the cost of living had advanced and as the price of copper had been over 24 cents for the previous six months, made a demand on the different mining companies operating properties in the jurisdiction of the Greenwood Miners' Union for an advance of fifty cents per day in wages, and believing that the copper mines would come under the Industrial Disputes Act we made the demand to take effect the 1st of June, 1907.

'The members of the Greenwood Miners' Union believed at that time that if we could get a Conciliation and Investigation Board that we had the whip hand, as there had been enormous losses to the B. C. Copper Company through mismanagement, and if we could get a Board to demand the Company's books the management of the B. C. Copper Company would grant our demands before he would allow an investigation.

'But as the charges have often been made that the Western Federation of Miners is a lawless organization, we invite you to make a thorough investigation into our method of doing business, as we have nothing to conceal, and in making application for a Conciliation and Investigation Board, one of our objects is to let the public know the true condition in Greenwood camp.

'When we made the demand in May, 1907, for an increase in wages, the managers of the different companies operating in the Boundary asked the committees representing the different unions to meet them in a body, as they would like to make

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a scale of wages to be general all over the Boundary country, and when the committees met them, they asked for time to go to New York to interview the executive boards of the different companies operating in the Boundary, and the committees representing the different unions granted them the time on condition that they would give an answer before 1st of June, 1907.

'After the managers returned and we realized, after meeting them, that they did not intend to grant the raise on the plea that with copper at 24 cents a pound there was very little profit for them. After showing them that 50 cents per day advance in wages would amount to about one-tenth of a cent on a pound of copper, taking their own reports as a basis to work on, as they claimed they could produce copper and lay it in New York at between 9 and 10 cents per pound. Mr. Hodges, the chairman of the managers, remarked that the reports as they sent them out were only to 'horn-swobble' the stockholders.

'The committee representing the various unions then made up their minds to apply for a Conciliation Board, and in answer to a telegram we sent to the Minister of Mines, his deputy notified us that we did not come under the Lemieux Act, as the copper mines were not considered by the department as a public utility. Then, realizing that we had all the power of capital, with the public press, including the mining journals of Canada and America, printing lying reports sent out by the agents of the Mine Owners' Association, against us, we arrived at a compromise.

'After the union voted on the scale and we adopted it, we posted a copy of the scale on a building at the Mother Lode mine, so that the men would know what they were being paid, so that they could make their cards supplied by the Company daily for that and other purposes. Mr. McAllister sent word to the superintendent of the mine to take the copy of the scale down, as he had not been notified officially by the Greenwood Miners' Union of the adoption of the scale. We had then to make a trip to the B. C. Copper Company and notify him to that effect.

'The managers of the various companies began to realize that the men, by being organized, were a power to be reckoned with, and Mr. McAllister started in very soon to show us that any man taking active part in the union would not work for him.

'Notwithstanding the fact that we did not ask for a raise for six months after copper had advanced to 24 cents, and when we did demand the raise we gave the management over one month's notice, but when the price of copper dropped and the conditions in the labour market were favourable to the operators, the various managers of the larger companies got together and closed all the properties in the Boundary without even 12 hours' notice, for no other reasons than to defeat the objects of the said Lemieux Act, as the Minister of Labour had given a decision after we had settled our grievances in May, 1907, that a copper mine was a public utility.

'In May, 1908, the B. C. Copper Company resumed operations under a reduced wage scale, but as copper was nearly one cent lower than when they shut down, they could not claim as an excuse the high wages paid in November as a reason for shutting down in November, 1907. During the shut down of the B. C. Copper Company's properties in November, 1907, and the resumption of work in May, 1908, Mr. McAllister was very active in getting the Greenwood Board of Trade to adopt certain resolutions placing all the responsibilities of the closing down of the B. C. Copper Company's properties on the labouring class, and the same resolutions were published and comments made in a great many of the mining journals published in America. Mr. McAllister also tried to influence foremen in charge of other properties near Greenwood to not employ certain men that belonged to the union, giving as a reason that if the said foremen employed union men that they would divide their wages with the men that he was trying to drive out of Greenwood, and he also made the remark that he had two good men in the union to report what was going on.

'In the appointment of E. C. Warren to the position of manager to the B. C. Copper Company's smelter, we believe that we can show to the satisfaction of the



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Board that the only qualification he had for the position was that he was president of the Greenwood Board of Trade, and the recognized political boss in Greenwood of the Conservative party in British Columbia, and that the said E. C. Warren would use his influence to distrust Greenwood Miners' Union.

'A few of the reasons that Mr. McAllister wanted to disrupt the union for were because the Greenwood Miners' Union were trying to get the benefit of certain laws on the statute-books of British Columbia, namely, the Master and Servants Act and the Workmen's Compensation Act, and we believe that we can show to the satisfaction of the Board that he has deliberately schemed to impress Company doctor on his employees, to defeat the objects of said Acts. We also believe that we can show to the satisfaction of this Board that there has been no effort on the part of the present management of the B. C. Copper Company to operate the mines and smelter of the Company for the interests of the stockholders as a whole, but their only object was to handle a large tonnage, and in trying to treat a large tonnage it resulted in enormous losses to the B. C. Copper Company, and we also accuse Mr. McAllister of using every means in his power to compel Greenwood Miners' Union to call a strike, so that he can place the responsibility of his mismanagement on to the shoulders of Greenwood Miners' Union.'

Attached to the address of the secretary of the union were the following demands:—

1st. That the management of the B. C. Copper Company recognize a committee from Greenwood Miners' Union No. 22, W. F. M., to adjust all grievances between the B. C. Copper Company and its employees.

2nd. That the B. C. Copper Company cease discriminating against members of Greenwood Miners' Union, No. 22, W.F.M.

3rd. That the B. C. Copper Company reinstate J. B. King and T. Y. McKay in their employment, and pay the said J. B. King and T. Y. McKay their wages in full from the time of their dismissal until such time as they are reinstated.

4th. That the B. C. Copper Company shall not discriminate against men on account of their political opinions.

5th. That the B. C. Copper Company shall not alter existing condition of employment of their employees, without notifying the president or secretary of the Greenwood Miners' Union, No. 22, W.F.M., and all notifications shall be in writing.

6th. That the management of the B. C. Copper Company or any of its officials, use any influence, or in any manner interfere with their employees in their choice of doctor or doctors.

7th. That the management of the B. C. Copper Company cease in soliciting the Board of Trade and certain individuals for the purpose of discrediting Greenwood Miners' Union No. 22, W.F.M.

The first demand is for the recognition of the Greenwood Miners' Union No. 22 Western Federation of Miners.

The Company claimed that some of their employees are not members of the union and as to these it is manifestly unfair, under any circumstances, that they should have to adjust grievances through the union. The Company also produced letters sent to their employees, copies of two of which, omitting dates and the names of the recipients, are as follows:—

GREENWOOD, B.C.

Mr. \_\_\_\_\_,  
Greenwood, B.C.

DEAR SIR.—I wish to notify you that at a regular meeting of Greenwood Miners' Union, the membership of this organization placed a fine of \$25 against you, for

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refusing to become a member of Greenwood Miners' Union, and I was instructed to advertise you as unfair to organized labour, until such time as you become a member and pay the above fine into this union.

I remain,

(Sgd.) GEORGE HEATHERTON,  
*Secretary Greenwood Miners' Union.*

(Seal of Union.)

GREENWOOD, B.C.

Mr.

Greenwood, B.C.

DEAR SIR,—Take notice that members of the Greenwood Miner's Union at a regular meeting placed a fine of fifty dollars against you for refusing to join this organization while working under our jurisdiction, and I was instructed to advertise you as unfair to organized labour until such time as you become a member of this organization and pay the above fine into the treasury of the Greenwood Miner's Union.

(Sgd.) GEORGE HEATHERTON,  
*Secretary.*

(Seal of Union.)

The secretary of the union, George Heatherton, was called and admitted that these letters were regularly authorized at a meeting of the union, and that he had signed and sealed them under such authorization and sent them to the men to whom they are addressed, and that this was their regular method of procedure. He further testified that they got new men by 'rustling for them. They approached a man two or three times, asking him to join the union, and if he did not do so they considered him 'unfair to organized labour' and advertised him in their official organs as 'unfair to organized labour.' On being asked if he thought the union had the right to do this he said they had—that might was right in the matter.

The Company claimed that it was impossible for them to recognize or deal with a union which would authorize such methods of blackmail and intimidation, and that to negotiate was also impossible. I think the Company's position in this matter is amply justified. I have frequently read in the official organs of labour unions the advertisements referred to, and have seen many hand-bills posted in a miners' union hall containing the names and descriptions of men who, it was alleged, were unfair to organized labour, and were, therefore, 'scabs,' and were to get no employment of any kind. In such cases these bills are scattered broadcast through the mining country both north and south of the line—a terrible condition of affairs to be permitted in a country where law and order are supposed to prevail.

The second demand deals with discrimination against members of the Greenwood Miners' Union. The representatives of the union brought a number of witnesses who testified as to discrimination. These stated that a number of employees had been dismissed shortly after having shown activity in the affairs of the union, or in canvassing the employees of the Company who were not members with the object of getting them to join the union. In the majority of the cases mentioned it was shown that the positions of the men dismissed were filled by other members of the miners' union, and that in all cases there was a good reason for the dismissal of the men. These facts were brought out from the witnesses produced by the union itself, and the Company did not bring any evidence on the point, as they claimed that no discrimination against members of the union had been proved.

I cannot find that any discrimination has been proved, in fact it is quite clear from the evidence of the union's own witnesses that the Company never made inquiry as to whether a man was a member of the union or not.

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The third demand embodied specific instances of alleged discrimination. The evidence given by J. B. King shows that no discrimination was made in his case. He admits that he was told when he 'got his time' that the Company was reducing its forces and was giving the preference to married men. He also testified that men were discharged at the same time that he was while he thought that men had been taken on since, he was not positive of this. He admitted that he had been guilty of infractions of the rules.

The evidence given by T. Y. McKay shows clearly that the Company was reducing its forces at the Mother Lode mine where he was employed—that quite a number of men were laid off before he was, and that the man who took his position on the work was a member of the Miners' Union. He also admitted that he had broken some of the rules and had been absent frequently from work during the time immediately preceding his discharge.

I do not find any discrimination in either of these cases, as the Company was justified when making a reduction of its staff in selecting the men best fitted for the work, and the fact that union men took the places of these two shows there was no discrimination against the Miners' Union. I do not think that any injustice was done to either J. B. King or T. Y. McKay in their discharge, and, therefore, cannot find that the Company should pay either of these men any wages as is demanded.

The fourth demand speaks of discrimination on account of political opinions. There was no evidence produced that any such discrimination took place.

The fifth demand, that the Company should not alter any existing condition of employment of their employees without notifying the union is of a very general nature. No evidence was given by the union supporting the demand or pointing out more specifically the conditions referred to. I do not think it either practicable or reasonable that the Company should be required to give such notice.

The sixth demand deals with the question of a choice of a doctor for the men. The union produced no witnesses to show that the present system worked any hardship upon any of the employees of the Company. This was the only question the Company produced any evidence on, as its manager had taken a personal interest and pride in improving the condition of its employees so far as medical and hospital attendance is concerned. The Company went fully into the arrangements in this respect and showed that the change in the arrangements, which appears to be found fault with in this demand, has operated very greatly to the advantage of the employees and their families. The change spoken of involved the election of doctors by the employees, the majority in favour of the present doctors and of the new system being overwhelming, and as a result the men now have a well equipped emergency hospital and surgery at the Mother Lode mine, and all first aid necessities at the smelter and at the different other properties operated by the Company. The monthly fee under the new arrangement includes a great number of common diseases for which the men formerly had to pay the ordinary doctor's fees and the fees for attendance on families of employees have been very materially reduced by the new system.

The seventh demand speaks of the solicitation of the Board of Trade and certain individuals by the B. C. Copper Company for the purpose of discrediting the union. The union officials produced a large number of witnesses, members of the Board of Trade, nominally to testify to this point, but quite evidently for the purpose of intimidating the tradespeople and others called and of injuring their trade with the labouring class. All these men stated positively that no solicitation of any kind had been made to them for the purpose of discrediting the union, and I find that the management of the Company has not so solicited either the Board of Trade or other individuals as is charged.

(Signed) EDWARD CRONYN,

June 10, 1909.



## MR. McINNIS' REPORT.

The text of the findings of Mr. John McInnis, member of the Board appointed on the recommendation of the employees, is as follows:—

THE DEPARTMENT OF LABOUR,  
Ottawa, Canada,

In the matter of the dispute pending between the British Columbia Copper Company and the Greenwood Miners' Union, acting in behalf of the employees of this Company, and the investigation held thereon under the 'Industrial Disputes Investigation Act.'

As the representative of the employees on the Board, I regret to say that the members of the Board have been unable to agree on a joint report. And we were unable to bring the parties involved to an amicable agreement.

Therefore, the undersigned respectfully submits the following report and recommendation:—

After hearing the evidence given by over thirty witnesses examined, and after careful consideration of the same, it was evident that the charges made by the Greenwood miners were well founded. The Company by its failure to produce evidence to the contrary, left the impression that the case as presented by the union was a very strong one indeed. That the manager of the B. C. Copper Company is a hard man to deal with was fully proven by the investigation, and, in the opinion of the writer, the difficulties between the management and the employees were due largely to the failure of the manager of the Company to meet his employees in a spirit of fairness.

In paragraph 3 (three) of the Company's reply to the employees' demand for a Board of Investigation, we find the following: 'The Company has never had any relations with the union,' but the evidence shows that the manager had at various times dealt with the union in adjusting questions of wages and conditions.

That the officials of the B. C. Copper Company were doing their utmost to disrupt the union was amply proven. The discharge of men who took any active part in the work of their organization would eventually result in crippling the union and render it ineffective. This was the policy of the Company as proved by the evidence. Testimony by several witnesses tended strongly to show that a 'blacklist' exists in this district. Men who were not not agreeable to the officials of the B. C. Copper Company had experienced considerable difficulty in holding positions where any influence could be brought to bear by the officials of this company. That there was no necessity or justification for the passing of certain resolutions by the Greenwood Board of Trade was practically admitted even by those who had signed those resolutions themselves.

No proof being found with which to substantiate the recitals contained in these resolutions. After all the evidence was adduced the Board endeavoured to get the parties to the dispute together so that if possible they might arrive at an understanding.

The officials of the union signified their willingness to confer and settle on reasonable terms, but the representatives of the Company refused point blank to have any dealings with the union or recognize them in any way as a union.

The manifest willingness of the union to meet the Company and settle on reasonable terms would indicate that if the Company was desirous of settling the dispute it could be settled with very little difficulty.

After taking considerable pains to get the true facts in this dispute, and having some knowledge of the conditions in this district, the following would, in my judgment, be a fair basis of settlement.

1. That the British Columbia Copper Company recognize and do business with Greenwood Miners' Union, No. 22, W.F.M., and that all questions affecting wages

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and conditions between the Company and their employees be adjusted through said union.

2. That active participation in the work of the union, or the holding of any political opinions, should not interfere with securing or retaining employment.

3. That every facility be given the employees to take advantage of laws upon the statute-books of British Columbia for the protection of labour.

4. That both parties to the disputes lay aside all ill-feeling towards each other and endeavour to have more harmonious relations in the future.

These suggestions, if put into effect, could not interfere with legitimate mining operations, and would be mutually beneficial throughout the metalliferous mining districts of British Columbia.

There has been scarcely any serious labour troubles for a number of years, and this condition is due in a large measure to the fact that nearly every company operating in the province recognize the Western Federation of Miners.

The miners of British Columbia are an intelligent body of men, and in their dealings with their employers they invariably show a spirit of fairness. If capital invested in British Columbia is to have smooth sailing it must be represented by men who are willing to grant their employees rights as men and citizens.

(Sgd. JOHN MCINNIS.

#### IV.—APPLICATION FROM EMPLOYEES OF THE NICOLA VALLEY COAL AND COKE COMPANY, MIDDLESBORO, B. C.—BOARD ESTABLISHED—EMPLOYEES CEASED WORK—AGREEMENT SUBSEQUENTLY CONCLUDED.

*Application received.*—April 13, 1909.

*Parties concerned.*—Nicola Valley Coal and Coke Company, Middlesboro, B.C., and employees.

*Applicants.*—Employees.

*Nature of industry concerned.*—Coal mining.

*Nature of dispute.*—Alleged discrimination against certain employees.

*Number of employees affected.*—150.

*Date of constitution of Board.*—May 7, 1909.

*Membership of Board.*—His Honour Judge P. S. Lampman, Victoria, B.C. (Chairman), appointed on the recommendation of the other members of the Board; Mr. Thos. Kiddie, Northport, Wash., appointed on the recommendation of the employing Company; and Mr. Thos. Chas. Brooks, Merritt, B.C., appointed on the recommendation of the employees.

*Reports received.*—June 3, June 11, June 16, 1909.

*Result of inquiry.*—Employees ceased work during constitution of Board, and mines were closed down until after the investigation was finished, when operations were resumed, the men being engaged under new conditions. An understanding was subsequently reached between the management and the men, which was no doubt promoted by the inquiry.

The Minister received on June 3 the report of the Board established to adjust a dispute between the Nicola Valley Coal and Coke Company of Middlesboro, B.C., and its employees. This report, signed by His Honour Judge P. S. Lampman, of Victoria, B.C., Mr. Thomas Kiddie, of Northport, Wash., member appointed on the recommendation of the Company, and Mr. Thomas Charles Brooks, member appointed on the recommendation of the employees, showed that there were various points on which Mr. Brooks was unable to concur in the findings of the Chairman and Mr. Kiddie. A subsequent report was received on June 16, bearing the signatures of the Chairman and of Mr. Kiddie, and a minority report was received on June 11, signed by Mr. Brooks.

The application in this matter, received on April 13, alleged discrimination on the part of the Company in the dismissal of James Hardman, one of its employees, on account, it was claimed by the employees, of his being an active member of the local union of the United Mine Workers of America during the organization of this camp. The application called for Mr. Hardman's reinstatement with compensation for lost time. To this complaint a further statement of grievances was added during the sessions of the Board, the principal item in which was the dismissal of another employee for the first offence of dirty coal. The number of employees affected in the dispute was about 150. Mr. Thomas Charles Brooks, of Merritt, B.C., was appointed a member of the Board on the recommendation of the employees. Mr. Thomas Kiddie, of Northport, Wash., U.S.A., was appointed a member of the Board on the recommendation of the Company. His Honour Judge P. S. Lampman, of



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Victoria, B.C., was appointed Chairman on the recommendation of the other members of the Board. During the formation of the Board, it was announced that the employees affected had gone on strike.

The Company's mines were closed down until after the investigation under the Act was concluded, when operations were resumed, the men being engaged under new conditions. The department was informed in a letter from the Company, dated June 15, 1909, that an understanding, which was understood to have been promoted by the inquiry, had been reached between the management and the men.

In its findings above referred to, the Board expressed the opinion that the Company was justified in discharging James Hardman, and that there was no discrimination against him within the meaning of the complaint. The Company's charge against Hardman was that of firing a shot off the solid. Mr. Brooks did not agree with this finding, but held Hardman innocent of the offence charged against him, and is also of the opinion that discrimination was shown against him on the part of the Company.

In the case of W. H. Reid, who was discharged for the alleged offence of 'dirty coal,' the Board was of the opinion that it was shown that Reid deliberately loaded rock in his car for the express purpose of precipitating trouble, and in such cases the Company was justified in discharging him. Mr. Brooks, in his minority report, claimed that a less severe punishment should have been given in this case.

At the sitting of the Board in Vancouver, a resolution passed at a mass meeting of the Middleboro miners, held on May 21, was filed with the Board. This resolution was one agreeing to be bound by the decision of Judge Lampman, the Chairman. An adjournment was taken to obtain the Company's decision, which was against this proposition. Mr. Brooks, in his minority report, referring to the passage of this resolution, claimed that this was 'refused by the representative of the Company, Mr. Kiddie, the Company instructing him that they would be bound by no decision, which left chances for a settlement impossible.'

## REPORT OF THE BOARD.

The report of the Board was received in the department on June 3, as follows:—

May 26, 1909.

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between the Nicola Valley Coal and Coke Company, Limited, and its employees.

The Board, composed of Messrs. Thomas Charles Brooks and Thomas Kiddie, with Judge Lampman as Chairman, visited the mines in the Nicola valley, and having taken evidence and considered the various matters referred to, it begs to report as follows:—

The nature of the complaint or grievance is given first and then the conclusions of the Board.

1. COMPLAINT.—The nature of this dispute is a charge of discrimination by the Company against James Hardman, who was discharged for an alleged offence of firing a fast shot.

CONCLUSION.—The Board is of the opinion that the Company was justified in discharging Hardman and that there was no discrimination against him within the meaning of the complaint. Mr. Brooks does not agree with this finding, and holds that the evidence shows that Hardman did not fire the shot, and he is also of the opinion that there was discrimination.

2. COMPLAINT.—The case of W. H. Reid who was discharged for the first offence of dirty coal.

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The Board is of the opinion that it was shown that Reid deliberately loaded rock in his car for the express purpose of precipitating trouble, and in such circumstances the Company was justified in discharging him, and that it was not incumbent on it to invoke the provisions of Article 18 of the agreement respecting dockage.

Mr. Brooks is of the opinion that Article 18 of the agreement was broken by the Company, and the Company was not justified in discharging, but if satisfied beyond all doubt that the rock was loaded wilfully he would say that Reid could have been discharged even for a first offence.

3. COMPLAINT.—The case of Geo. Martinovitch who was laid off work on account of sickness and was refused employment upon making application after recovery.

CONCLUSION.—The Board does not think there is any merit in this complaint, but Mr. Brooks thinks the Company was not justified in its course, having regard to Article 8 of the agreement.

4 and 5.—The settlement of the price of coal in certain places.

In view of the stand taken by both parties respecting a settlement, the Board was unanimously of the opinion that no useful purpose would be served by making an investigation in these matters, and so announced at the hearing, and its decision was agreeable to both parties.

6. COMPLAINT.—Request for reinstatement of George McGruther as stableman.

CONCLUSION.—As the stableman is included in the agreement, the men felt they should protect him in his employment, but the Company says it had no fault to find with McGruther, but it thought that the man appointed in his stead was better, especially his ability to deal with sick horses. The Board is unanimously of the opinion that it would be better if the stableman was not included in the agreement.

7. COMPLAINT.—Request that the Coal Mines' Regulation Act respecting ventilation be enforced and complaint against unqualified mine manager.

The Board was unanimously of the opinion that these were not matters for it to investigate, but were rather matters for the Minister of Mines of British Columbia and the inspector, and the complaint was forwarded by the Board to the Minister of Mines.

The Board regrets that its efforts to effect a settlement were unsuccessful.

Dated at Vancouver, B.C., this 26th day of May, A.D. 1909.

(Signed) P. S. LAMPMAN,  
Chairman.  
T. CHAS. BROOKS,  
THOS. KIDDIE.

On June 11 a subsequent report, bearing the signatures of the chairman and of Mr. Kiddie, was received in the department as follows:—

#### A SECOND REPORT.

In the matter of the Industrial Disputes Investigation Act, and in the matter of a dispute between the Nicola Valley Coal and Coke Company, Limited, and its employees.

The Board, composed of Messrs. Thomas Charles Brooks and Thomas Kiddie, with Judge Lampman as Chairman, pursuant to a previous arrangement made at a preliminary meeting in Victoria, held its first meeting in a public hall in Merritt on May 17, 1909. The mines are situated at Middlesboro, about a mile from Merritt, and the miners live some in the one place and some in the other. The grievance of the employees as stated in the application for the appointment of the Board was in respect to the case of a miner named James Hardman, who had been discharged for firing

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a shot off the solid. Before proceeding, the Company, in writing, stated that it was unwilling to be bound by the decision of the Board, and the employees, through the union, Local No. 872 of the United Mine Workers of America, in writing, stated that they were willing to be bound by the unanimous decision of the Board. As to the decision of two members of the Board, according to the Act, section 46, constitutes the decision of the Board, it will thus be seen that neither of the parties was willing to be bound by the decision of the Board. In addition to the Hardman case there were other matters for the Board to consider, as will be seen from the following letter addressed to the Board:—

UNITED MINE WORKERS OF AMERICA, LOCAL No. 872.

MIDDLESBORO, B.C., May 17, 1909.

TO JUDGE LAMPMAN AND MEMBERS OF BOARD OF CONCILIATION:—

DEAR SIRs,—The following grievances in addition to the case submitted to Q-tawa. We request you to take into consideration and deal with during your sitting at this time in order to bring about a peaceable settlement here if possible.

1. The case of W. H. Reid who was discharged for first offence of dirty coal.
2. The case of Geo. Martinovitch who was laid off work on account of sickness, and was refused employment upon making application after recovery.
3. The settlement of a price on coal in No. 2 slope and district.
4. The settlement of a price on coal in No. 5 mine.
5. The reinstatement of George McGruther as stableman, the Company not giving a reasonable cause for his removal, stating the man was quite competent to hold that position prior to his removal.

6. The Coal Mines Regulation Act respecting ventilation be enforced.

Also qualification of mine managers and overman. The dispute is bad ventilation and unqualified mine manager.

On behalf of Local Union 872,

We are, Sirs, truly yours,

D. R. McDONALD,  
*President.*

W. H. REID,  
*Secretary.*

Immediately on our arrival at Merritt arrangements were made for the use of a public hall, and both sides to the dispute were notified of a meeting which was held in the evening, and the taking of evidence was commenced. The men were represented by D. R. McDonald, president of the union, James Hardman and W. H. Reid, while the Company's representatives were W. H. Armstrong, general manager; J. J. Plommer, secretary-treasurer, and James Gray, the mine manager. The two chief matters of dispute were in respect to the cases of Hardman and Reid, and it was known from the beginning that the company took a firm stand and under no consideration would it reinstate either, while the men, on the other hand, were just as firm in their resolve to not go back to work unless both were reinstated. However, after taking much evidence, the Board decided to have a private conference with the representatives of both sides to see if some amicable settlement could not be arrived at, the Board hoping that one or the other, if not both of the parties, would be willing to concede a little. As both Reid and Hardman were so directly interested it seemed to the Board that it would be better if the men appointed other representatives to attend the conference, and acting on this suggestion James Paton and Abram Reid were appointed. It should be mentioned that at the time the suggestion was made it was stated that it was merely a suggestion and that the men were free to appoint whomsoever they pleased. The men so appointed in the place of Hardman and Reid, along with the president of the



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union, attended next morning the conference, but they stated they could not recede from their position already stated, and as the Company's representatives also adhered to their stand there was nothing left for us but to proceed with the taking of evidence.

1. THE HARDMAN CASE.—On Sunday (there is no general work in the mine on Sundays), 14th February, Fireboss Reid saw indications of a fast shot, or a shot fired off the solid without any mining having been done before firing, in place No. 10½ in No. 2 mine, and on Monday morning he reported it to the overman. On Saturday morning's shift, 7 a.m. to 3 p.m., two men named Lambert were in that place, and Hardman and Brown followed them for the afternoon shift, 3 to 11 p.m., and from then till Monday there was no work there. The next week the men changed shifts and Hardman and Brown went in for the morning shift, but when they got there the overman, David Gray, sent them out because of the fast shot; as Hardman and Brown were the last he held them responsible and sent them out. They then saw James Gray, the mine manager, and denied having fired the shot; the manager told them he would investigate. He saw the fireboss, W. N. Reid, who he says told him he saw the place at 2.20 p.m. Saturday; the Lamberts had quit at 3 p.m. Saturday, and Hardman and Brown had gone on, and there were then no indications of preparations being made for a shot. Overman David Gray saw the place at 2.40 p.m., and saw no preparations; David Forsyth, who was timbering in the place during the Lamberts' shift, told him no shots were fired out of the solid while he was there, and Robert Henderson, who was mining in place No. 10, told him he heard one shot in 10½ at about 6 p.m. Hardman came to the office for his pay cheque, as it was pay day, and the manager told him he had concluded he had fired the shot, and Hardman's reply was, 'Can you prove it?' Gray told him he could. At that time the Company had no agreement with the union, but under the agreement with the employees then in force provision was made for meetings between the management and a committee of six men. The manager asked this committee, called the Pit Committee, to inspect the place. This the committee did, and the manager told them he had discharged Hardman, and added that if Hardman did not fire the shot he wanted to know who did. Complaints had been made to the management before about Hardman firing off the solid; Fireboss Reid had told him that he would have trouble with Hardman as he would not mine his coal. Brown had a good reputation, and the manager reinstated him, but not Hardman.

On 23rd February, Hardman went to work at the Diamond Vale Colliery, and worked there till it shut down on 20th March.

The case on behalf of Hardman as presented to us was that Hardman was discharged without justification, and that there was discrimination against him by the management.

In the first place, it should be pointed out that it was impossible for the Board to arrive at a really satisfactory conclusion on the fact as to who fired the shot, because of the fact that many of the most important witnesses had left the camp; in many cases the absentees had made statements in writing, but not much reliance could be placed on these, as they were not seen by the Board, and there was no opportunity to cross-examine.

The evidence adduced on behalf of Hardman was his own, in which he denied the charge and contended that the manager had a grudge against him. He said that in February he took his case to the union, but as an agreement with the company was then under negotiation, he agreed to wait rather than prejudice the chances of an agreement being reached. He said that he and the manager once had a dispute over a place in which he refused to work, as he considered it unsafe. He produced a letter from Tim Lambert in which Lambert admitted firing the shot, and stated that he hoped Hardman would forgive him; also a declaration from Brown to the

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effect that when he and Hardman went into the place on Saturday they found the shot blasted off the solid and they could not work until they timbered the place up.

Abram Reid, a miner, testified to a conversation with Lambert's brother, who said he fired a shot in the place, but he did not know if it was the one for which Hardman was discharged, also to a conversation with Tim Lambert, who admitted he fired the shot to spite Hardman, because one night on the street he would not recognize him; Reid admitted Tim Lambert was drunk at the time of this conversation.

Fireboss W. N. Reid testified to examining the place at 1.50 p.m. on Saturday (not 2.20 as stated by the manager), and to Tim Lambert telling him Hardman did not fire the shot; he had instructions from Gray to watch Hardman and to report him if he caught him firing off the solid.

Joseph Westwood was working in No. 11, Saturday afternoon's shift, and says he thinks one or two shots were fired in 10 or 10½ at quitting time, *i.e.*, while the Lamberts were on.

John Holdsworth, with whom Gray boarded in December, testified to hearing Gray say that the first chance he got he would discharge Hardman.

Andrew Kalien, who was working in 10 on Saturday afternoon, testified to Hardman's helper coming to in 10 for clay, and saying they were going to fire a nigger head in 10½.

For the Company, Benjamin Borwitt, the certificated mine manager, gave unimportant testimony; in cross-examination by Hardman he said that Gray never told him that he (Hardman) was born with a drill in his hand, but that there was a man who told him that and that Hardman wanted to shoot off the solid. Hardman did not ask who the man was.

Bruce R. Warden, the superintendent engineer, testified to having returned to the mines from England on 1st March, and 6th March, Hardman saw him about the case, and as he (Warden) knew nothing about it he asked if he (Hardman) had seen Gray about it, and Hardman said 'no,' but that it was up to Gray to prove that he fired the shot. Warden then told him he should see Gray, as he could not expect the manager to run after him over the trouble. The agreement (to take effect 1st March) between the local union and the Company was accepted by both parties on 15th March, and the first intimation that the Company had that the men intended to interfere in the Hardman case was on 20th March, when the copy of the application for Board of Arbitration to Minister of Labour, dated 19th March, was received by mail.

Lewis Beltner testified to mining with Hardman and seeing him fire shots off the solid.

David Forsyth testified to being in the Lamberts' place timbering, and not hearing any shot, or seeing any preparation for or after effects of same; he had to go occasionally about 400 feet for props, but heard no shots while away.

Hugh Gillespie, overman, testified to seeing Hardman the afternoon he was discharged, and he then told Hardman he should get all those that worked in that place up at the office and try to find out who fired the shot, but he never tried to get an investigation. There had been some evidence by the mine manager to effect that Hardman said one time in the blacksmith shop in his presence that he carried his mining in his powder can, and Gray then told him he must mine his coal and not shoot off the solid. Gillespie testified to Ward, the then president of the local union, saying to him (Gillespie) that he had told Hardman that he was a fool to make such a statement in the presence of the manager. Gillespie also said he had seen in No. 2 mine in Hardman's place indications of shots having been fired off the solid.

David Gray, the overman, who had sent Hardman and Brown out, testified that the Lamberts denied to him having fired the shot.

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A written statement by Martin Lambert denying that he or his partner fired the shot was put in.

The Chairman asked for a member of the pit committee to state what the committee did. Thomas Skelton came forward from the body of the hall and testified that he was one of the committee, and that along with the other members he examined the place; that they reported to the union, and that the dispute was not taken up.

On Hardman's behalf John Moon was afterwards examined in Vancouver. He was helper to Hardman and Brown. He testified to finding the place full of smoke at 3 p.m. on Saturday when he went in ahead of Hardman and Brown; the fast shot had just been fired and the place was in a bad state. Timbering was done by Hardman, and a nigger head was broken up; he went in the next place for the clay and the shot used in the nigger head was the only one in that place during the shift. The whole shift they worked clearing the place up and sending out the coal blown down by the fast shot. He said he told the manager that the shot was not fired that shift.

On this evidence the Board was asked to find that Hardman did not fire the shot and that therefore he was unjustly discharged, but the Board is of the opinion that the mine manager, on 15th February, when he made his investigation, was quite justified in coming to this conclusion. All the necessary witnesses were then on the spot, and he was in a better position to get at the truth than was the Board. In the first place, he was quite right in holding that Hardman and Brown were responsible, as it was in their place, and they had been there in the shift before it was discovered. Hardman seemed to think he must be proved guilty before any action could be taken, but under the circumstances the onus was on him to prove the shot was not fired during his shift. He knew he was being watched, and if he found the shot, smoke, &c., as soon as he went on at 3 o'clock Saturday afternoon, he could easily have removed suspicion from himself by at once reporting it. Then, again, if he had a good case, it is strange that he did not convince the pit committee of it and get them to take it up; this feature of the case the Board considered very significant.

Of course, if Moon's evidence is given full credit, it would clear Hardman, but Moon could not conceal the fact that he had a strong feeling against the company. Besides, if Moon's story is correct, Forsyth's must be wrong, as it is hardly possible that the shot could have been fired in the Lambert's place without Forsyth's knowledge, especially in view of the smoke, &c., that Moon told of. The evidence of Moon and of Forsyth offset each other.

As to the charge of discrimination, this entirely failed. There was no evidence of Hardman ever being prominent as a union man, and the management had nothing against him on that score. Some attempt was made to show that Hardman's place was a dangerous one, and that he was especially picked out for a bad place. The reports on the different places by the fire bosses were produced, and for a long time before 13th February, and after it appeared that No. 10½ had a good average record as to its condition in regard to safety, &c. The mine manager had no doubt said he would discharge Hardman if he did not mine his coal and he had probably some feeling against him, but he apparently did not let that feeling act unfairly. Brown had a good reputation and Hardman a bad one as to firing on the solid, and no fault should be found with the decision to reinstate the man with the good reputation. While on account of the suspicion that the Lamberts might have been responsible for the shot, the Board had some doubt about the Hardman case, it is of the opinion that Hardman failed to make out a case for reinstatement.

2. THE REID CASE.—On 12th April, William H. Reid and one Tully were mining on contract work in place No. 5 in No. 1 mine, and about 10 a.m., Hugh Gillespie, an overman, noticed a car come out of the mine with a lot of rock on the top; he looked at the tally on the car and saw it was from Reid's place. As Gillespie's evi-



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dence is important, and as it is practically uncontradicted, a part of it is here set out in full:—

‘On Monday morning, April 12, between 7 and 8 a.m., Mr. Gray and myself went into No. 1 mine. We went into all the working places, including the place in which Wm. Reid and Thos. Tully were working. After examining the said place Reid brought up the subject of rock in his place. Mr. Gray referred to the schedule, saying that it covered all the abnormal places. Reid stated to Gray that if he could get a reasonable price for the rock he would prefer it rather than work for \$3.30 on day work. Gray asked Reid how much he would like for the rock, and Reid asked for \$1.50 per yard. Gray said he thought that it was too much and offered Reid and his partner \$1, which they agreed to as being sufficient to cover the deficiency, and Mr. Gray warned Reid to fill his coal as clean as possible. . . . . I met Reid and Tully coming out, and saw that they were prepared to go home. I stopped them and told them I did not intend them to go home. All I wanted them to do was to go out and look at the car in question and return to work and to fill cleaner coal. Reid went over to the car and exclaimed that it was a hell of a note if men were to be called out from work to look at the like of that. I said that it was too bad, meaning the amount of rock. I again asked them to return to work, and Reid said there had been enough trouble in the Crow’s Nest Pass over the sending in the mine for men for the same thing. I then told Reid and his partner the reason that I sent in the mine for them was that Reid had made the remark in my presence that Gray had it in for him, and I wanted them to see that there was no crooked work going on in regard to this car. Reid seemed satisfied with that, but still refused to go back to work, saying that once he came out of the mine he thought it was unlucky to return the same day. I then told Reid that I would dock the car and see how much rock was in it, and he told me if I did dock it he would call a special meeting of the union and that there would be trouble. I told Reid to go ahead and call all the meetings he liked. The Company could not stand for any such stuff coming out of the mine. He said anyhow the little coal they would produce that day would not affect the output much, and I said that it would not, so they went home. I went over to the office about half an hour after. Gray was in and I brought up the subject with him. I asked him if he would take a look at the car and tell me if I had done right in asking the men to come out and look at the car, and he told me I had done right. I then told him that I had requested the men to return to work, but they would not do so, so we called the weigher along and told him to mark the car and pick out all the rock, lay it aside separately for future reference. About 2 o’clock Warden, Gray and myself were standing on the mine tracks when the weigher came up and told us he was going to dump the car, and if we wished to see it to come on to the tippie. We went out and all the rock, which is in the office, which came out of that car, amounting to 364 lbs., one piece of which was 81 lbs., and six other pieces weighed 61 lbs. Gray then decided to discharge the men, which he did. Tully came to me the next day and took his time, making no remarks to me as to the place being underpaid, he having made \$4.77 during the time he worked it. Reid admitted to me that when they received the word to come out and see me he said to his partner, that’s about our coal.’

The union took up Reid’s case, and after he was off eight or nine days the committee and the manager arranged that he should go back at Company work, and as to just what was meant by that a dispute arose which brought about the strike. Reid had been working underground and the minimum wage there when on Company work was \$3.30 for eight hours. Reid was put at outside work and as soon as he found out he was to get only \$3 for nine hours he quit, and in consequence of this and the delay by the Company in answering the application for the appointment of a Board of Conciliation the men went on strike, and on 23rd April the Company received the following communication:—

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Middlesboro, B.C., April 23, 1909.

TO THE NICOLA VALLEY COAL AND COKE CO.:—

DEAR SIR,—Referring to the conversation which took place between Mr. Plommer and our district representative, Mr. C. Brooks, as to what terms our men will return to work, we have to submit to you the following ultimatum, dictated by your employees, and upon which they will resume work.

1. That James Hardman, who was discharged by firing a shot from the solid, which has since been proved he was innocent of, is reinstated, with compensation for time lost.

2. That W. Reid, who was discharged for the first offence of dirty coal, is also reinstated in his old position prior to discharge, or a similar one.

3. That Geo. Martinovitch, who was laid off sick, and has since applied repeatedly for employment, without results, is given back employment.

4. That the check-off system be put into effect by the management, *re* the signing up.

5. That the prices for work in No. 2 slope and district, also No. 5 mine, be satisfactorily settled.

6. That the management will refrain endeavouring to bring about individual contracts on any class of work, as per agreement.

7. It being distinctly understood that the management will refrain from personal prejudice or discrimination on matters affecting the U. M. W. of A.

On behalf of the local union 872, U. M. W. of A.

(Signed)

Committee: D. R. McDONALD, President.

W. N. REID,

JAS. PATON,

B. R. BARLOW,

A. B. REID,

T. CHAS. BROOKS, Rep. Dis. 18.

#### DOCKAGE.

Article 18 of the agreement between the Company and its employees, and which had just been entered into, was as follows:—

To offset refuse or other material in car, 28 lbs. shall be added to the tare of the mine cars; but any miner filling rock in his coal in excess of 200 lbs. in any one car, shall be liable as follows:—

First offence, warned.

Second offence, docked 500 lbs.

Third offence, docked 1,000 lbs.

Fourth offence, he shall lose his car.

Fifth offence, he shall be suspended three days.

Sixth offence, he shall be discharged, provided the offences have all occurred within thirty days.

But before dealing with this article the evidence respecting the car of coal sent out by Reid should be considered. Reid's defence was that the place had very poor ventilation, and in consequence it was full of smoke; that the coal was interspersed with bands of rock and that the roof was in bad shape with hanging rock; that it was impossible to load coal because there was so much rock and that the big piece must have fallen from the roof. Gillespie's account of what happened was uncontradicted, and the dispute was over the question as to how the rock got in the car. Witnesses were called by Reid to show that the place contained a lot of rock, and that

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a miner on contract work could not make pay and load clean coal, but as a matter of fact the men that followed Reid in the place ran \$3.52 per day. They also said the roof was bad and likely to fall, and that some of the rock may have fallen from the roof into the car.

For the Company evidence was given to the effect that where the car stood rock falling from the roof could not fall into the car. Frederick Shields, who owns a building in Middlesboro in which the Middlesboro Social Club has its rooms, was called, and deposed to a conversation he had with Reid before the strike while he boarded at Reid's house. He said that Reid said he did not have to work for the Company, and that he would give them an opportunity to fire him, but if they did not do it in a proper way he would make it warm for them. Shields acts as a barber and bartender at the club, whose members are largely officials of the Company.

Now, in considering the question as to whether or not Reid deliberately loaded rock in his car, it should be mentioned that he is a good miner; the records showing that while mining he has earned as high as \$8.85 on one shift, and for some months he has worked as a fire-boss, and he is not so likely to mix rock with coal unwittingly as a less competent workman. The rock had been saved, and the Board and representatives of both parties inspected it. The largest piece was about 3 feet long and so thin that it would probably have broken if it had fallen into the car from the roof. It certainly was not put in on a shovel, and the experienced miner if lifting it in with his hands would detect the difference in weight. Reid argued that under Article 18 of the agreement the Company cannot discharge a first offence of loading dirty coal even though loaded wilfully. The Board accepted Shields' statement in full, and is of the opinion that Reid deliberately loaded the rock and intended to make the Company work out the tedious procedure of Article 18 as to discharging him, and if it did not, that he would bring about just about the very trouble that his act caused. The Board is of the opinion that Article 18 is intended to apply to cases of carelessness, and that where a man loads rock wilfully it is not incumbent on the company to invoke the provisions of that article as to discharging. Reid's excuse of the place being full of rock is a poor one, and he was paid \$1 a yard for rock and it was his business to separate it from the coal. The inspection of the box of rock taken from the car caused the Board to think that it was unfortunate that this rock was not at once placed on view so that all the miners might see it (McDonald, McNab and Hardman, the representatives of the men at the inspection, had not seen it before), as in that case it is doubtful if they would have felt justified in taking up Reid's fight to the extent they did. There can be no doubt that the men as a whole considered that the Company had broken its agreement (Article 18) when it discharged Reid for a first offence. Subsection (f) of Article 2 of the agreement provided that 'any breach of this agreement by any of the parties hereto is not to render this agreement void, but the agreement is to continue in full force and effect,' and the Company considered that the men in quitting work had committed an offence according to section 56 of the Act.

A copy of the application for the appointment of a Board of Conciliation was mailed by the men to the Company at Middlesboro on 19th March; this was forwarded to the office of the Company in Vancouver, but on receipt there was mislaid unread, and it was not until the department (on 17th April) sent a copy of the application to the Company that the matter was dealt with by the Company, and its reply is dated 28th April. The men knew nothing of the cause of this delay, and quite reasonably considered they were being ignored, and having this feeling and thinking that the agreement they had just entered into had been broken by the Company, they quit work. Under the circumstances the Board did not feel justified in saying anything about any offence against the provisions of the Act having been committed.



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3. THE CASE OF GEORGE MARTINOVITCH.—Articles 7 and 8 of the agreement were as follows:—

ARTICLE 7. THE RIGHT TO HIRE AND DISCHARGE.—The management of the mine and the direction of the working forces are vested exclusively in the Company, and the U. M. W. of A. shall not abridge this right. It is not the intention of this provision to encourage the discharge of employees, or the refusal of employment to applicants because of personal prejudice or activity in matters affecting the U. M. W. of A.

ARTICLE 8. ABSENCE FROM WORK.—When any employee absents himself from his work for a period of over two days (unless through sickness or by first having arranged with the pit boss), he may be discharged. Any employee whose absence would cause any stoppage of work must, prior to absents himself, arrange for such absence, otherwise he may be discharged.

This man had been discharged by the mine manager who succeeded Gray, but as this was unknown to Gray, he engaged him as a labourer, but the other Servians objected to him and would not have him back with them loading cars. He got hurt and was unable to work for some time, and on his recovery the manager would not take him back. When asked how he got hurt, he said he was shooting rabbits and fell into a brush pile, and in falling his arm came in contact with a razor he had in his pocket and he received some bad cuts. This to the Board seemed a lame story, and from the manner in which the men in the hall took it, it was evidently not the truth; that he was in some sort of fight would likely be nearer the truth.

Grievances 4, 5, 6 and 7 have been dealt with in the report, dated May 26, as in respect to them the Board was unanimous.

There had recently been a change in the management, James Gray having taken the place of Alexander Faulds, and the new manager's new way of having things done seemed to cause some friction, and there was a strong antipathy on the part of the men against Gray. The men had a feeling that he was bringing in new men and giving them the good positions, and the fact that some of the new men were his relatives added to their feeling of resentment. It is only natural and in some cases necessary for a new manager to make changes and to appoint to some positions of trust under him men with whose work he is acquainted, but to bring in relatives without creating discontent is well nigh impossible.

From an inspection of the buildings around the mines and the facilities afforded for the convenience and accommodation of the men—boarding houses, wash houses, &c., it appeared that the Company had done very well.

The Board regrets that its efforts to settle the trouble were unsuccessful, and although it at one time had hopes that some arrangement might be come to whereby Hardman—whose offence was caused by carelessness or laziness, and lacked the design and purpose present in the case of Reid—might be reinstated, still it does not feel that it would be justified in going the length of recommending that he be reinstated.

At the sitting in Vancouver a resolution passed at a mass meeting of the Middleboro miners held on May 21 was filed with the Board. This resolution was one agreeing to be bound by the decision of Judge Lampman, the Chairman. An adjournment was taken to get the Company's decision, which was against the proposition.

The minutes of evidence and the exhibits produced at the hearing accompany this report.

All of which is respectfully submitted.

(Signed) P. S. LAMPMAN,  
Chairman.

THOS. KIDDIE.

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## MINORITY REPORT.

The text of a minority report, bearing the signature of Mr. Thomas Charles Brooks, member of the Board, appointed on the recommendation of the employees, was received in the Department on June 11, as follows:—

*Re Nicola Valley Dispute.*

Meritt, B.C., May 29, 1909.

THE MINISTER OF LABOUR,  
Ottawa.

Honourable Sir,—In forwarding to you my report, which is a minority one, I have to state that I am myself disappointed over the fact that no possible settlement could be reached in this matter; at the same time I can only, on behalf of the employees, refer you to the fact that prior to the decision of the Board at Vancouver, a resolution was placed in Judge Lampman's hands to the effect that 'the employees were willing to be bound by Judge Lampman's decision.' This was again refused by the representative of the Company, Mr. Kiddie, the Company instructing him that they would be bound by no decision which left chances for a settlement impossible.

Over the decision I am still somewhat confused, for notwithstanding the fact that Judge Lampman, during the sittings of the Board recommended that James Hardman be reinstated, and William Reid be discharged, his decision eventually is that the Company were justified in discharging him, and that there was no discrimination.

In the face of this also there is a written statement, signed by two witnesses, from the man Lambert, stating that he had fired the shot, and was sorry for the wrong he had done Hardman, besides two sworn affidavits from men who were working all the shift with Hardman, to the effect that Hardman did not fire that shot; if there was no discrimination why was Hardman picked out, as he was from the rest, and was the only one discharged, when five men in all were working in that particular place where the shot was fired? Are not the men compelled to think that Hardman was discriminated against, being that there had been a little misunderstanding between him and the Mine Superintendent a very little time before that? On the other hand, there is absolutely no sign whatever in the evidence put up by the Company to show that Hardman was guilty of firing that shot, and upon those grounds, I consider that I am fully justified in opposing the decision rendered by Judge Lampman at Vancouver.

*Re the case of William Reid*, who was discharged for first offence of dirty coal, evidence given showing that he was working in an abnormal place; the Company themselves states this, and being that there is a dockage clause in the agreement drawn up between the Company and the employees, which states that there shall be in excess of 200 lbs. of rock before first offence, is sufficient to say that the Company are not prepared to live up to their agreement on any of its weak places; at the same time, I would refrain from encouraging any one to take advantage of a clause of this nature, and will readily agree that if it had been proven that Reid deliberately loaded this rock for the purpose of taking advantage of that clause, the Company would have been encouraged by the organization to have this man discharged, after his case had been investigated, but being this was the first offence of any kind, and the possible chances there are in this mine for the rock to fall from the roof into his car, I think a less severe punishment should have been given for the first time; also considering this was the first case of dockage under the agreement, which has been in force since March 1, 1909, which distinctly shows the men do not wish to impose on the weak parts of the agreement, to the detriment of the Company is sufficient to convince me that this was not done with malicious intent.

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*Re* case of Geo. Martinovitch: I can only say that the Company again ignore living up to Article 8 of the agreement, which covers this man's case entirely.

The other cases referred to the Board for adjustment were unanimously dealt with us, which I trust will be accepted satisfactorily by you.

Taking the dispute as a whole, Judge Lampman considered the men (or employees) were not open to punishment for ceasing work at the time they did, and ruled it out when the Company appealed for this to be done; therefore he must have had just cause to think they were justified in doing so. Speaking for myself, I do not want to encourage or see the laws of our country violated at any time by any one; at the same time, I have to admit that the men had gone thirty days from the time their application was made, and had been told by the officials of the Company that they would get no Conciliation Board, which went to show they would cause delay, if possible; and when questioned on the reason for stating to the Department that they had not received a copy of the application, which was registered to them on March 19, the only defence put up was that the application was pinned at the back of other correspondence forwarded from here, and had not been read by the secretary in the general office. Does this look feasible?

In conclusion, Sir, I have to state that unfortunately I am forced to think that an attempt has been made to bring discredit on 'the Industrial Disputes Investigation Act,' from none other than the opposition party, who frankly state that no law can stop the corporations from discharging a man or men if they wish to do so; and being that this is directly against the laws of the labour organization of the men to do so, without a sufficient and reasonable cause for so doing, nothing but friction can be expected by such a statement or decision.

I am, sir, your truly,

(Signed) T. CHAS. BROOKE.



**V.—APPLICATION FROM EMPLOYEES OF THE WINNIPEG ELECTRIC RAILWAY COMPANY, WINNIPEG, MAN.—BOARD ESTABLISHED—STRIKE AVERTED.**

*Application received.*—April 20, 1909.

*Parties concerned.*—Winnipeg Electric Railway Company, Winnipeg, Man., and employees.

*Applicants.*—Employees.

*Nature of industry concerned.*—Street railway.

*Nature of dispute.*—Wages and conditions of labour.

*Date of constitution of Board.*—May 10, 1909.

*Membership of the Board.*—Rev. Dr. C. W. Gordon, Winnipeg, Man., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. W. J. Christie, Winnipeg, Man., appointed on the recommendation of the employing Company; and Mr. J. G. O'Donoghue, Toronto, Ont., appointed on the recommendation of the employees.

*Report received.*—June 1, 1909.

*Result of inquiry.*—Two years' agreement concluded on all points, strike being thereby averted.

The Minister received, at the end of May, the report of the Board established in the case of the dispute between the Winnipeg Electric Railway Company and its employees. The dispute in question related to the reduction of hours of labour, increase of wages and to working conditions as set forth in a memorandum which accompanied the employees' application. It was stated that a duly elected committee of the employees had brought this demand before the management of the Company on several occasions and also before the Board of Directors, but that the Company had refused to make 'any reasonable concessions, so all attempts at adjustment having failed a mass meeting of the men was held on the 12th of April, 1909, in which the employees rejected the propositions of the Company and by unanimous vote demanded an arbitration of the matters in dispute.'

In the application of Messrs. James Potter and T. F. Robbins, for the establishment of a Board of Conciliation and Investigation in this matter, it was stated that the differences in question affected directly 500 and indirectly 100 persons.

Mr. J. G. O'Donoghue, Toronto, was appointed a member of the Board on the recommendation of the employees. Mr. W. J. Christie, Winnipeg, was appointed second member of the Board on the recommendation of the Company. In the absence of any joint recommendation from these two members of the Board, the Board was completed by the appointment by the Minister of Rev. C. W. Gordon, D.D., Winnipeg, as Chairman.

The sittings of the Board were held in Winnipeg, and resulted in a report signed by all three members. The award stated that 'the points at issue were without much difficulty narrowed down to the questions of hours and wages. To these matters your Board gave its very best attention, and after full investigation and negotiations with both parties, your Board is happy to report its unanimous agreement upon the points in dispute.'

In a schedule attached to the report of the Board the proper officials of the Company were called upon to re-arrange the schedule of all the regular runs on or before

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July 1, to conform as nearly as possible to a nine-hour day instead of the present ten-hour day, and the Board recommended that it should be the privilege of conductors and motormen to elect a ten-hour day should they so desire, and that it should be distinctly understood that neither by the Company nor by the men would there be any discrimination against any motorman or conductor for his action in this regard. In clause 10 of the schedule provision was made for a scale of wages, increasing from 21c. per hour for the first six months of service to 27c. per hour for the fourth and succeeding years of continuous service.

The Department was informed, on June 10, that the employees had accepted the Board's findings as a basis of settlement of the matters in dispute, and that an agreement had been reached in accordance with the findings.

### REPORT OF BOARD.

The text of the findings of the Board is as follows:—

Winnipeg, Man., May 20, 1909

TO THE HONOURABLE

THE MINISTER OF LABOUR.

In the matter of the dispute between the Employees of the Winnipeg Railway Company and the Winnipeg Electric Railway Company, your Board of Conciliation respectfully beg to report as follows:—

The Board began its sitting on the 11th of May in the Company's board room, which was courteously placed at the disposal of the Board, and completed its work on the 29th May, 1909.

The negotiations were greatly facilitated by the spirit of fairness shown by both parties and their entire willingness to assist the Board in its investigations. The Board was pleased to find that the best of feeling prevails between the Company and its men. There is on the Company's part an evident desire to provide in every way possible for the safety and comfort of its employees, the cars being equipped with all the most modern safety appliances and the vestibules electrically heated and provided with glass fronts.

It also emerged that the men making complaint were always accorded a courteous hearing by the management, and that an attempt was made to meet their demand.

The conductors and motormen on their part evidently showed a willingness to co-operate with the Company to the best of their ability in rendering an efficient, prompt and courteous service to the public. The Board is much gratified to discover that by neither the Company nor its men is there the slightest tendency to discriminate against any employees on the score of belonging to, or not belonging to a labour organization.

The points at issue were without much difficulty narrowed down to the questions of hours and wages. To these matters your Board gave its very best attention, and after full investigation and negotiations with both parties, your Board is happy to report its unanimous agreement upon the points in dispute upon the basis of the following schedule:

(Signed)

CHARLES W. GORDON,  
Chairman.

W. J. CHRISTIE,  
For the Company.

J. G. O'DONOGHUE,  
for the Men.

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*Working Conditions for Motormen and Conductors of the Winnipeg Electric Railway Company.*

Clause 1.—Neither the Company nor its men will discriminate against any motorman or conductor by reason of his being or not being a member of any Street Railway Employees' Union.

Clause 2.—All cars will be cleaned and fully equipped with proper appliances for operating the car before leaving the sheds for their respective runs; the motorman and conductor of each car, before leaving for the run, must see that the car is fully equipped with proper appliances, and if anything is found to be lacking, must report at once to an inspector or foreman. Conductors and motormen must also keep the vestibules clean while on their respective runs, and report any defects or anything wrong with the car at the end of the run.

Clause 3.—Seniority, subject to efficiency, will be given preference in all regular runs posted up for selection, and each motorman and conductor will have the opportunity of selecting his run in accordance with his age in the service of the company; all runs to be posted for motormen and conductors to make their selections as to the run they may desire at least every four months.

Clause 4.—Motormen and conductors will be paid their wages semi-monthly, and will be paid on the fifteenth and last day of each month, if possible. If, however, the above dates should fall on Sunday or a holiday, payment will be made the day previous if proper arrangements can be made to do so.

Clause 5.—Conductors coming within the scope of this agreement will be supplied with tickets and change to the amount of twenty-five dollars, after signing the Company's form of agreement for the return of the money when called upon to do so.

Clause 6.—Free transportation will be granted to all motormen and conductors on all city lines of the Winnipeg Electric Railway Company when in uniform or wearing a badge furnished by the Company. Reasonable free transportation at such times and in such manner as the manager may think best will be granted to all motormen and conductors on all outside lines controlled by the Company upon application for same being made at the General Offices.

Clause 7.—The proper officials of the Company will be willing to treat at all times with its motormen and conductors or any committee of them on any subject in the interests of the Company or its motormen and conductors.

Clause 8.—All reasonable complaints or grievances will be heard by the proper officials of the Company, and any motorman or conductor or committee failing to get satisfaction from the officials of the Company have the right to appeal at any reasonable time to the Board of Directors.

Clause 9.—All motormen and conductors required to work overtime on the following public holidays, namely: New Year's Day, 24th of May, Dominion Day, Thanksgiving Day, Civic Holiday, Labour Day and Christmas Day will be paid at the rate of time and one-half for such overtime. Exhibition time included.

Clause 10.—On, from and after May 1, 1909, the following scale of wages be in force:—

Twenty-one cents per hour for the first six months.

Twenty-three cents per hour for the second six months.

Twenty-four cents per hour for the second year.

Twenty-six and one-half cents per hour for the third year.

Twenty-seven cents per hour for the fourth and succeeding years' continuous service with the company.

Clause 11.—The proper officials of the Company will re-arrange the schedule of all the regular runs on or before July 1 to conform as nearly as possible to a nine-hour day instead of the present ten-hour basis. Whereupon it shall be the privilege



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of any conductor or motorman to elect a ten-hour day should he so desire. It is distinctly understood that neither by the Company or by the men will there be any discrimination against any motorman or conductor for his action in this regard. Having due regard to all the conditions of the service, the manager undertakes that the schedules will be so arranged that the hours of work on the cars will be put in within the least number of hours as, in his opinion, will be considered practicable and consistent with the service performed by the Company.

Clause 12.—All motormen and conductors working Sundays to receive ten hours' pay for eight and one-half hours' work; overtime to be paid on the basis of ten hours' pay for eight and one-half hours' work; eight and one-half hours' work to constitute a day's work on Sunday.

Clause 13.—As far as practicable no motorman will be compelled to leave his regular run to take special runs.

Clause 14.—All front vestibules on closed cars will be fitted with curtains, or in such other manner as may be thought best, to darken the front vestibule at night. All open cars will be fitted with glass fronts for motormen.

Clause 15.—No conductor at any time will be required to operate more than one car, and no motor car pull more than one trailer, as far as practicable in the discretion of the management.

Clause 16.—Reasonable leave of absence will be granted to all motormen and conductors when their services can be spared. Any motorman or conductor taking other employment during leave of absence will be considered to have terminated his services with the Company. Any service, however, that a conductor or motorman may be called upon to render in a representative capacity on behalf of his fellow motormen and conductors shall not be considered as covered by the word 'employment' as used in this clause; such absence, however, not to exceed one year.

Clause 17.—That when any motorman or conductor has been suspended or discharged from the service of the Company, and after investigation has been found not guilty of sufficient cause to warrant such discharge or suspension, he shall be reinstated and paid for all time lost.

Clause 18.—No motorman will be compelled to take cars from the barns without doors, or with broken vestibules or windows, between October 15 and April 15.

Clause 19.—All motormen's vestibules shall be fitted with heaters and made as tight and comfortable as possible.

Clause 20.—Stools will be furnished for the motormen's use on such routes or parts of routes as the management may think proper.

Clause 21.—Any motorman or conductor who has been six months or more in the Company's service and leaving of his own accord, shall upon application for same be furnished with reference as to length of service, character and ability while in the Company's employ. Regular printed forms to be used for such purpose.

Clause 22.—Each conductor will be furnished once every two years with a uniform pea-jacket, and each motorman will be furnished once every two years with a uniform overcoat; and any motorman or conductor leaving the service of the company from any cause within six months after receiving his pea-jacket or overcoat will be charged the amount actually advanced by the Company.

Clause 23.—The Company will pay one-half the cost of first uniform; all uniforms thereafter will be furnished free, and a suitable cap will also be provided. Winter caps will be issued not later than November 1, and summer caps not later than May 1.

Clause 24.—The conductors operating on outlying lines will be allowed all necessary time over ten minutes when required to and from the general offices; and any

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motorman required by the Company to come to the general offices shall receive the same consideration.

Clause 25.—The above conditions to remain in force from May 1, 1909, to May 1, 1911.

(Sgd.) CHARLES W. GORDON,  
*Chairman.*

W. J. CHRISTIE,  
*For the Company.*

J. G. O'DONOGHUE,  
*For the Men.*

**VI.—APPLICATION FROM EMPLOYEES OF THE NOVA SCOTIA STEEL AND COAL COMPANY, LIMITED, SYDNEY MINES N.S., MEMBERS OF THE UNITED MINE WORKERS OF AMERICA—BOARD ESTABLISHED—NO CESSATION OF WORK.**

*Application received.*—April 26, 1909.

*Parties concerned.*—Nova Scotia Steel and Coal Company, Limited, Sydney Mines, C.B., and employees, members of the United Mine Workers of America.

*Applicants.*—Employees.

*Nature of industry concerned.*—Coal mining.

*Nature of dispute.*—Wages, conditions of labour, and demand for recognition of the U. M. W. A.

*Number of employees affected.*—340.

*Date of constitution of Board.*—June 7, 1909.

*Membership of Board.*—His Honour Judge J. P. Chipman, Kentville, N.S., chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; His Honour Judge A. McGillvray, Antigonish, N.S., appointed by the Minister in the absence of any recommendation from the employing Company; and Mr. Daniel McDougall, Glace Bay, C.B., appointed on the recommendation of the employees.

*Report received.*—July 23, 1909.

*Result of inquiry.*—The report of the Board found against the claims of the employees, whilst the minority report by Mr. Daniel McDougall supported their claims. There was, however, no cessation of work.

The Minister received on July 23 the report of the Board of Conciliation and Investigation to which was referred the dispute between the Nova Scotia Steel and Coal Company, Limited, and members of the Florence Local 1746 of the United Mine Workers of America, said union being one of the locals of the district of Nova Scotia, No. 26. The Board consisted of His Honour Judge Chipman, of Kentville, N.S., chairman; His Honour Judge McGillvray, of Antigonish, N.S., appointed for the Company, and Mr. Daniel McDougall, of Glace Bay, N.S., appointed for the employees. Judge McGillvray was appointed by the Minister of Labour, the Company having declined to make any recommendation. The report of the Board was signed by Judge Chipman, chairman, and Judge McGillvray, while a minority report was also received in the department signed by Mr. D. McDougall. The first session of the Board was held at Florence, N.S., on June 23. The employees were represented before the Board by Joseph Belshaw of the District Board of District No. 26 of the U. M. W. A., and by James Knowles, president of the Florence Union, and James B. McLachlin, district secretary-treasurer of the U. M. W. A. The Company was represented by Mr. Thomas J. Brown, general superintendent. Neither party was represented by counsel.

The subjects in dispute were as follows, namely: (1) An increase of wages consequent upon the introduction of closed lights (safety lamps) in lieu of open lights, and (2) that since the Company recognize the Provincial Workmen's Association they should also recognize the union of the United Mine Workers of America, and should grant no preference to one class of their employees.



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The Board pointed out that while the application in the present matter was before the Department, the Company adjusted with the Provincial Workmen's Association an increase of wages to the extent of 2 cents per ton in the following proportion: Machine runners,  $\frac{1}{2}$ c.; shot firers,  $\frac{1}{2}$ c.; loaders, 1c., and this allowance or increase was added to the wage bill for the month of May last, and paid to each of their employees in these classes, entirely irrespective of their membership in the P. W. A. or U. M. W. A. 'The demand made by the employees,' added the Board, 'asked for an increase of 2c. for shot firers and machine runners and 5c. for loaders, equivalent to 9c. per ton.'

On the general question of closed lights the Board found that the introduction of closed lights had undoubtedly had the effect of causing more inconvenience and a greater disadvantage in mining than other lights, but, on the other hand, the workmen who were examined all frankly admitted that both life and property were thereby rendered safer and more secure. 'Surely,' the Board commented, 'if such a result is attained, the workmen should be willing to accept a reasonable increase in their wages and allow the improved condition of the mine thereby so signally safeguarded, both as to the preservation of their lives and the property in which they procure their livelihood, to weigh in the scale and counterbalance the difference between the extra amount granted by the Company and the demand therein made.'

After quoting elaborate statistics prepared by the Company as part of its case with respect to wages paid to workmen in the classes affected by the change, the Board continued as follows: 'Such being the case the Board with due regard to all the conditions and circumstances appearing from the evidence is of the opinion that it cannot conscientiously recommend and decide otherwise than that the Company has met the men at least half way in the offer it has made for the inconvenience and loss occasioned by the installation of safety lamps in the colliery in question.'

## RECOGNITION OF THE U. M. W. A.

On the general question of the recognition of the United Mine Workers of America, the Board quoted as follows: 'The U. M. W. A. is a foreign corporation, the majority of its members residing in the United States, as also do their executive officers. Under its constitution it is quite possible that the members of the societies of the province of Nova Scotia might be called out on strike to assist the American members of the society, which would be a very great detriment to the operators of this country and the province generally. If it should be considered in the interests of the whole body of the U. M. W. to proclaim a strike in Cape Breton, either to assist the U. M. W. or the operators in America who are placing coal in the Canadian markets in direct competition with the mining industries in this province, the result would be disastrous, and we believe this power is too great to place in the hands of any foreign body as it practically means the control of our mining industries. Our Company look upon the society with a great deal of apprehension and fear, as it is quite natural to assume that a society governed and controlled in the United States will have its first interests in that country. The constitution of the U. M. W. states that all employees about the colliery except the superintendent and manager of the mine, shall be members of the U. M. W. This Company will not agree to the officers of the collieries being members of this or any other labour society.'

The Board then commented thus on the situation:—

'These reasons, coupled with the facts and circumstances set forth in the evidence and exhibits, seem to be sufficiently cogent for a finding in favour of the Company, and such is our mature and deliberate opinion.'

'Both the Company and employees have a right in this country to settle their own business, and in such a dispute as we are now investigating it is our duty, fail-

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ing an agreement, to make such recommendations to the Department as might, if accepted, bring about a settlement.

'The growing sentiment in this country is strongly in favour of managing our industrial and commercial interests without being subject to the dictation or control of our neighbours across the line, and now would seem to be an opportune time for a movement to be made for the establishment of a labour union for Canada alone, which shall be incorporated on the lines best calculated to create harmony and peace, and the prevention of strikes, so suicidal and detrimental to both employer and employees, and the province of Nova Scotia as well.

'In the meantime, the two societies now warring with each other should get together and endeavour to work out the problems before them in a spirit of loyalty to the country in which they live and are earning their daily bread.

'We cannot close our report without referring to the good feeling which exists between the general superintendent of the Company and its employees. The witnesses testified truthfully and candidly, and the representatives conducted their case with fairness, ability and good judgment.

'Mr. Brown had good reason to compliment both men and representatives, and the Board is sure that the feelings he entertains for them are mutual and reciprocal. Few men can have so careful, painstaking and competent an employer, and the interests of his men should be, and we believe are, safe in his hands.'

Mr. Daniel McDougall, member of the Board appointed on the recommendation of the employees, in a minority report observed that 'from the evidence adduced, I cannot say that 2 cents per ton increase which the Company had given its men was sufficient for the changed conditions and the amount of inconvenience to which the men were subjected.' In his judgment, therefore, the demands of the men were not unjustified. He is also of opinion that the increase should be 4 cents per ton, as follows: Machine runner, 1 cent; shot firer, 1 cent; loader, 2 cents. The evidence, he thinks, went to show that men, under the present circumstances, cannot earn as much as formerly on account of the insufficiency of the light, and that they must work longer hours under less favourable conditions than before prevailed. 'Another matter of great importance,' he adds, 'is that the eyesight of the miner using the closed light becomes affected from the overstrain on the optic nerve, and that in time the eye is completely crippled.'

On the question of the recognition of the union, Mr. McDougall stated:—

'Regarding recognition for the United Mine Workers of America, that matter has assumed such a character in Nova Scotia, both in numbers and public sympathy, that I feel the Board cannot do otherwise but recommend the Company to give recognition to this union, as far as committees to wait upon them and arrange meetings to adjust any trouble or grievance that may arise between the men and the Company, and also that a pit committee from the local should be given the power to make visits to the mine for the purpose of examination, as provided for in the Coal Mines Regulation Act, and many other matters that become necessary for the protection of life and property.

'I wish to point out one very serious occurrence in one of the collieries owned by this Company that might have been the cause of great destruction, and the U.M.W. committee could not get an audience with the Company to have the matter adjusted, and they accordingly had to go to the Government Inspector of Mines to have the matter investigated. Under that investigation it was clearly shown that practices were in operation that made it hazardous to the life of the miners and endangered the Company's property. This, therefore, goes to show that the Company, failing to treat with our organization, puts the miners who belong to this union in such a position as to make it impossible for them to approach the Company in their own interests,

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and we contend that having at this particular place 95 per cent of the miners in our society, it is very unfair to treat with the P. W. A. who only represent five per cent of miners at Florence and not treat with the United Mine Workers of America.

'Their chief aim being to educate the working class of all countries, we claim that the United Mine Workers are not an American organization, and that the operators of this country, when the people say so, should meet the union, more particularly when 90 per cent of their workmen are members of the organization, Canadian or American, from the fact, first, that it is international, and second, that it is already successfully operating in British Columbia and Alberta, and that by having one great coal mining organization of an international character the time will be hastened when industrial peace shall prevail and misunderstandings between employers and employees put right.

The Department was not informed whether the findings of the Board were acceptable to the parties concerned, but no cessation of work occurred in the operation of the mine.

## REPORT OF BOARD.

The text of the findings of the Board is as follows:—

In the matter of the 'Industrial Disputes Act, 1907,' and of a dispute between the Nova Scotia Steel and Coal Company, Ltd., and members of the Florence local 1746 of the United Mine Workers of America, said local being one of the locals of the District of Nova Scotia, No. 26.

The Board, composed of Judge McGillivray, of Antigonish, Mr. Daniel McDougall of Glace Bay, and Judge Chipman, of Kentville, N.S., Chairman, pursuant to notice held its first session on Wednesday, the 23rd day of June, 1909, in the Workmen's Hall, Florence; this locality (No. 3 colliery of the said Company) being the locus within which the subject matter of the present proceeding arose.

Before entering upon the duties pertaining to the reference, the members of the Board took the prescribed oath of office.

The employees were represented by Joseph Belshaw, district board member of District No. 26 of the United Mine Workers of America.

James Knowles, president of said Florence local, and James B. McLaughlin, district secretary-treasurer of the U. M. W.

The Company was not represented. An application was then made for the issue of a subpoena for Thomas J. Brown, general superintendent of the Company. This application was immediately granted, and on advice of the action of the Board in this regard he forthwith advised the Board that he would attend, and thereafter was present and represented the Company.

Neither party desired the presence of counsel and none attended.

The Board sat at Florence on the 23rd, 24th and 25th of June, and on this last named date the evidence tendered on behalf of the employees was completed.

In order to obtain a more intelligent and practical knowledge of the work, which the three classes of workmen, viz.: the machine runners, shot firers and loaders actually performed underground, it was decided by the Board and acquiesced in by the parties hereto, that a visit to the mine should be made.

In due time the necessary preparations were made, and the descent down the slope, a distance of over 5,000 feet, was successfully accomplished. Every assistance was rendered by the officials of the Company and Mr. Belshaw, and the Board was thus privileged to witness an ocular demonstration of the work these men do in the due performance of their duties.

Prior to going down the mine, Mr. Brown, on behalf of the Company, applied for an adjournment until Monday, the 28th of June, for the presentation of the Company's



case. This application was favourably entertained by the Board, and on this date the Company's case was finally closed, and the Board announced that further proceedings would be postponed until Wednesday, July the 14th prox., when the Board would meet at Halifax to deliberate on the evidence and formulate its report for transmission to the Department.

In passing we may say that the Board held two sessions on Saturday, the 26th June, at Glace Bay, examining and considering the evidence then given by the employees.

After sessions at Halifax on the 14th, 15th and 16th of July, weighing and deliberating upon the evidence submitted and in the preparation of this report, the Board submits the following findings:—

Two issues only are involved in this dispute, *i.e.*:

(a) An increase of wages, consequent upon the introduction of closed lights (safety lamps) in lieu of open lights, and

(b) That since the Company recognize the Provincial Workmen's Association they should also recognize the union of the United Mine Workers of America and should grant no preference to one class of their employees.

While the application for this Board was being considered, but before it was granted, the Company adjusted with the P. W. A. an increase of wages to the extent of two cents per ton in the following proportions: Machine runners,  $\frac{1}{2}$ c.; shot firers,  $\frac{1}{2}$ c.; loaders, 1c., and this allowance or increase was added to the wage bill for the month of May last and paid to every employee in these classes, entirely irrespective of their membership in the P. W. A. or U. M. W.

The demand made by the employees asked for an increase of two cents for shot firers and machine runners and five cents for loaders—equivalent to nine cents per ton.

The mine was shown to be well equipped and in splendid condition; in fact, all of the witnesses who were asked in reference thereto admitted that the air and ventilation therein were better than in any other mine in which they had previously worked.

The introduction of closed lights has doubtless had the effect of causing more inconvenience and a greater disadvantage in mining than other lights, but, on the other hand, the workmen who were examined all frankly admitted that both life and property were thereby rendered safer and more secure. Surely if such a result is attained the workmen should be willing to accept a reasonable increase in their wages, and allow the improved condition of the mine thereby so signally safeguarded, both as to the preservation of their lives and the property in which they procure their livelihood, to weigh in the scale and counter balance the difference between the extra amount granted by the Company and the demand herein made.

The Company, as part of its case, prepared for and handed to the Board tabulated statements of the wages earned and paid to the workmen in the classes mentioned, and from these it appears that loaders received the following average wages per day from September, 1908, to May, 1909, inclusive. (Sixty-two men are classified):—

#### LOADERS.

1908—September	\$2 16
October	2 22
November	2 24
December	2 41
1909—January	2 32
February	2 24
March	2 09
April	2 18
May	2 22

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## MACHINE RUNNERS.

1908—September.. . . . .	\$4 46
October.. . . . .	4 29
November.. . . . .	4 40
December.. . . . .	4 35
1909—January.. . . . .	4 10
February.. . . . .	4 00
March.. . . . .	3 59
April.. . . . .	3 67
May.. . . . .	3 83

(Twenty-six men classified.)

## SHOT FIRERS.

1908—September.. . . . .	\$4 44
October.. . . . .	4 38
November.. . . . .	4 40
December.. . . . .	4 38
1909—January.. . . . .	4 16
February.. . . . .	4 01
March.. . . . .	3 90
April.. . . . .	3 79
May.. . . . .	4 08

The average wages per day for the months of March, April and May are shown to be:—

Shot firers.. . . . .	\$3 90
Machine runners.. . . . .	3 70
Loaders.. . . . .	2 13

And the daily average production:—

Shot firers.. . . . .	29 tons.
Machine runners.. . . . .	27 “
Loaders.. . . . .	10 “

The increase granted at  $\frac{1}{2}$ c. per ton amounts to  $14\frac{1}{2}$ c.,  $13\frac{1}{2}$ c. and 10c. for the workmen in the order named, and equal to at least \$25 to \$40 per year and in the same order the demand or claim made would be 58c., 54c. and 50c. per day.

Other tables will be found among the exhibits and in order to place before the Board the possibilities of a wage earner the wages of six of the highest men (same classes) are given for the months of March, April and May.

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*Shot Firers*

Days.		Total Wages.	Average.
		\$ cts.	\$ cts.
March	26.	118 31	4 55
"	25.	100 60	4 02
"	18.	83 09	4 61
"	23.	101 33	4 40
"	26.	117 88	4 53
"	20.	100 01	5 00
April	23.	94 81	4 01
"	21.	87 85	4 68
"	15.	70 30	4 68
"	21.	92 51	4 40
"	23.	99 00	4 30
"	19.	81 19	4 27
May	19.	93 42	4 92
"	17.	82 65	4 86
"	15.	68 08	4 54
"	17.	74 69	4 39
"	19.	97 33	5 12
"	12.	52 99	4 42

*Machine Runners.*

March	13.	58 01	4 46
"	27.	163 57	6 06
"	23.	108 71	4 73
"	22.	94 08	4 27
"	22.	103 57	4 61
"	21.	91 95	4 38
April	20.	84 65	4 23
"	24.	174 62	6 15
"	19.	92 92	4 89
"	20.	99 25	4 96
"	19.	86 24	4 54
"	19.	104 81	5 51
May	17.	82 57	4 86
"	19.	111 73	5 88
"	15.	72 03	4 80
"	18.	85 68	4 76
"	15.	84 84	5 65
"	13.	81 19	6 24

*Loaders.*

March	22.	72 36	3 29
"	26.	73 61	2 83
"	14.	38 36	2 74
"	11.	30 04	2 73
"	14.	28 80	2 77
"	21.	75 52	3 59
April	17.	65 88	3 87
"	21.	61 07	2 91
"	17.	45 08	2 65
"	14.	33 17	2 37
"	18.	59 01	3 28
"	17.	63 79	3 75
May	15.	45 36	3 02
"	15.	41 84	2 79
"	13.	25 14	1 93
"	12.	20 36	1 69
"	16.	34 10	2 13
"	11.	30 98	2 82

The average hours worked per day are considerably less, in the classes above designated, than nine hours.



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The introduction of safety lamps, which were first brought into commission on the 8th day of March last (1909) cost the Company \$2,000 and their maintenance amounts to \$200 per month.

The increase granted has not been added to the wages for May. This increase for the year figures up \$6,000 and the claim, if granted, would total no less a sum than \$27,000.

The representatives when pressed to make an amicable settlement intimated that they would prefer to leave the adjustment of the wages as well as other matters for the Board to deal with.

Such being the case, the Board, with a due regard to all the conditions and circumstances appearing from the evidence, is of the opinion that it cannot conscientiously recommend and decide otherwise than that the Company has met the men at least half way in the offer it has made for the inconvenience and loss occasioned by the installation of safety lamps in the colliery in question.

The Board desires to thank the witnesses and representatives for courtesies extended and will entertain the hope that the finding now made will be acceptable to them and all concerned.

What shall be said with regard to the second issue and which the Board believes to be the crucial issue for consideration.

The U. M. W. earnestly desire recognition and the Company just as strenuously and persistently refuse to comply therewith. It is certainly a vexed question and we fear that anything we can say or do will not effect the desired object.

Employees who belong to the U. M. W. claim that they should have the right, whenever they have a grievance requiring redress, to approach the Company through a committee appointed for this purpose by their union, and more particularly in the presentation of a grievance which may directly or indirectly endanger the lives of some of their members.

Much of the evidence given in this regard had reference to practices in the mine, which the witnesses considered should be remedied or abolished.

'The Coal Mines Regulation Act' (which is very comprehensive in its terms) provides ways and means by which any violation of the Act may be inquired into and rectified.

The general superintendent, Mr. Thos. J. Brown, also has given it to be distinctly understood, and has enjoined upon the men, that he is always ready and willing to receive and confer with the employees or employee who desire to approach him in reference to any grievance that he or they may think should be brought to his notice, providing the interview is sought by them as individuals, and not as representatives of the U. M. W.

It would therefore seem that the objections or reasons urged by the employees are fairly well met and that it becomes more a matter of sentiment with them than otherwise when they are seeking recognition.

Mr. Brown, in his answer to the employees' claim for recognition, says:—

'Dealing with the second part of the matter before the Board, I would simply state the position that the Company takes in connection with the recognition of the society which is claiming recognition, and I am stating on behalf of the Company that while the Company had decided to recognize the P. W. A., there has been no case that we know of where any discrimination or harshness has been shown towards the men who have thrown in their lot with the U. M. W., and the Company will find it impracticable to deal with two separate societies whose contentions and demands may be quite at variance with each other. In other words, the Company considers it impossible to serve two masters.

'The U. M. W. is a foreign corporation, the majority of its members residing in the United States, as also do their executive officers. Under its constitution, it is

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quite possible that the members of the societies of the Province of Nova Scotia might be called out on a strike to assist the American members of the society, which would be a very great detriment to the operators of this country and the Province generally. If it should be considered in the interests of the whole body of the U. M. W. to proclaim a strike in Cape Breton, either to assist the U. M. W. or the operators in America who are placing coal in the Canadian markets in direct competition with mining industries in this province, the result would be disastrous, and we believe this power is too great to place in the hands of any foreign body, as it practically means the control of our mining industries. Our Company look upon the society with a great deal of apprehension and fear, as it is quite natural to assume that a society governed and controlled in the United States will have its first interests in that country. The constitution of the U. M. W. states that all employees about the colliery except the superintendent and manager of the mine, shall be members of the U.M.W. This Company will not agree to the officers of the collieries being members of this or any other labour society.'

These reasons, coupled with the facts and circumstances set forth in the evidence and exhibits, seem to be sufficiently cogent for a finding in favour of the Company and such is our mature and deliberate opinion.

Both the Company and employees have the right in this country to settle their own business, and in such a dispute as we are now investigating it is our duty, failing an agreement, to make such recommendations to the Department as might, if accepted, bring about a settlement.

The growing sentiment in this country is strongly in favour of managing our industrial and commercial interests without being subject to the dictation or control of our neighbours across the line, and now would seem to be an opportune time for a movement to be made for the establishment of a labour union for Canada alone, which shall be incorporated on the lines best calculated to create harmony and peace, and the prevention of strikes, so suicidal and detrimental to both employer and employees, and the province of Nova Scotia as well.

In the meantime the two societies now warring with each other should get together and endeavour to work out the problems before them in a spirit of loyalty to the country in which they live and are earning their daily bread.

We cannot close our report without referring to the good feeling which exists between the general superintendent of the Company and its employees. The witnesses testified truthfully and candidly and the representatives conducted their case with fairness, ability and good judgment.

Mr. Brown had good reason to compliment both men and representatives, and the Board is sure that the feelings he entertains for them are mutual and reciprocal. Few men can have so careful, painstaking and competent an employer, and the interests of his men should be, and we believe are, safe in his hands.

Herewith will be found the exhibits tendered with the evidence.

All of which is respectfully submitted.

(Sgd.) J. P. CHIPMAN,  
Chairman.

A. MACGILLIVRAY,  
Member of Board.

THE HONOURABLE MACKENZIE KING,  
Minister of Labour,  
Ottawa.

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## MINORITY REPORT.

The text of the minority report in this matter is as follows:—

TO THE HONOURABLE

THE MINISTER OF LABOUR,  
Ottawa, Ont.

In the matter of the dispute between the employees of the Nova Scotia Steel and Coal Company and the Nova Scotia Steel and Coal Company, I beg leave to submit a minority report, as the Board could not come to a unanimous decision, and my report shall be as follows:—

Your Board met in its sessions at Florence, Sydney Mines, the seat of the dispute, and began its hearing on Tuesday, June 23, and continued its sitting until June 28. The final sitting was in Halifax on July 14-15, to render a decision of the evidence produced.

I feel pleased to state that the evidence produced by the witnesses was of a high character, and the negotiations were greatly assisted to finish speedily by the fairness of both parties, and their willingness, to assist the Board in its investigations.

The Board also found the best of feeling existing between the men and the Company.

The question for the Board's consideration embraced an advance on rates on account of a change from open lights in the mine to closed lights. Your Board, to more fully qualify to take a fair-minded view of the situation, made a visit underground in the colliery affected, and show the conditions as they existed.

The other question submitted being that the United Mine Workers of America were not accorded the same treatment as the Provincial Workmen's Association.

In regard to those subjects, I must say first,—That upon the Board sitting and after the Board had been granted, the Company gave the men an advance of 2 cents per ton, as follows: Machine runners  $\frac{1}{2}$ -cent, shot firers  $\frac{1}{2}$ -cent, loaders 1 cent. This made it rather difficult for the Board, but the evidence was heard and gone into very fully, and I, as a member of the Board, and from the evidence produced, cannot say that 2 cents of an increase for the changed conditions and the amount of inconvenience to the men, is sufficient. I would, therefore, say that in my opinion the increase should be 4 cents, as follows: Machine runner 1 cent, shot firer 1 cent, loader 2 cents. I would further state that the demands made by the men, in my opinion, are not unjustified.

The evidence produced goes to show that men, under circumstances as now exist, cannot earn as much money as formerly, for the reason that it becomes so much more laborious to do their work on account of the insufficiency of the light produced by the lamp, and they must work longer hours, under less favourable conditions than before.

Another matter of great importance is that the eyesight of the miner using the closed light becomes affected from the overstrain on the optic nerve, and after a time the eye is completely crippled. This in itself is one great reason why the miner should receive more compensation.

I made those recommendations from the fact of my knowledge of the difference in change of conditions, and after a careful perusal of the evidence produced. I have come to the decision that no less than 4 cents per ton would in any way give the miners the difference they are entitled to on account of changed conditions.

Regarding recognition for the United Mine Workers of America, that matter has assumed such a character in Nova Scotia, both in number and public sympathy, that I feel the Board cannot do otherwise but recommend the Company to give recognition to this union, as far as committees to wait upon them and arrange meetings to adjust any trouble or grievance that may arise between the men and the Company,



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and also that a pit committee from the local should be given the power to make visits to the mine for the purpose of examination, as provided for in the Coal Mines Regulation Act, and many other matters that become necessary for the protection of life and property.

I wish to point out one very serious occurrence in one of the collieries owned by this Company that might have been the cause of great destruction, and the U. M. W. committee could not get an audience with the Company to have the matter adjusted, and they accordingly had to go to the government inspector of mines to have the matter investigated. Under that investigation it was clearly shown that practices were in operation that made it hazardous to the life of the miners and endangered the Company's property. This, therefore, goes to show that the Company, failing to treat with our organization, puts the miners who belong to this union in such a position as to make it impossible for them to approach the Company in their own interests, and we contend that having at this particular place 95 per cent of the miners in our society it is very unfair to treat with the P. W. A. who only represent 5 per cent of miners at Florence and not treat with the United Mine Workers of America.

I wish to point out the fact that the objection to the United Mine Workers being an American organization, that the organization is just as much a Canadian organization. We repudiate that statement, and say that the organization is an international organization whose aim is to promote the welfare, advance the interests, bless the homes, and bring peace into the country where they locate. Their chief aim being to educate the working class of all countries, therefore, we claim that the United Mine Workers are not an American organization, and that the operators of this country, when the people say so, should meet the union, more particularly when 90 per cent of their workmen are members of the organization, Canadian or American, from the fact, first, that it is international, and, second, that it is already successfully operating in British Columbia and Alberta, and that by having one great coal mining organization of an international character the time will be hastened when industrial peace shall prevail and misunderstandings between employers and employees put right.

Trusting that the efforts of the Board may be successful to bring about peace and harmony.

I have the honour to be,

Your obedient servant,

(Sgd.) DAN McDougall,

On behalf of the Employees.

**VII.—APPLICATION FROM EMPLOYEES OF THE DOMINION TEXTILE COMPANY, MONTREAL, QUE.—BOARD ESTABLISHED—UNANIMOUS REPORT BY BOARD—STRIKE AVERTED.**

*Application received.*—April 27, 1909.

*Parties concerned.*—Dominion Textile Company, Montreal, Que., and mule spinners in its employ.

*Applicants.*—Employees.

*Nature of industry concerned.*—Textile.

*Nature of dispute.*—Wages.

*Number of employees affected.*—Directly, 70; indirectly, 3,000.

*Date of constitution of Board.*—May 25, 1909.

*Membership of Board.*—Honourable Mr. Justice Thos. Fortin, Montreal, Que., Chairman, appointed on the recommendation of the other members of the Board; Mr. F. G. Daniels, Montmorency, Que., appointed on the recommendation of the employing Company, and Mr. A. A. Gibeault, Montreal, Que., appointed on the recommendation of the employees.

*Report received.*—May 25, 1909.

*Result of inquiry.*—Report of Board accepted by both parties to the dispute, a strike being thereby averted.

The Minister received on May 27 the report of the Board established in the case of the dispute between the Dominion Textile Company and certain of its employees in Montreal. In this report the grievances referred for investigation were stated to be; (1) to re-establish for the mule spinners the pay-list in force in April, 1908, from which a reduction had been made in May of the same year of from 10 to 25 per cent; (2) the doing away with what is called the 'black list.'

In the application of Messrs. F. Fafard and C. Donais, of Montreal, for the establishment of a Board it was stated that 70 men were directly affected, and that 1,600 men and 1,400 women were affected indirectly. The textile industry not being one of those to which the Industrial Disputes Act applies the Board was established by the mutual consent of the parties affected expressly as provided by section 63. Mr. Arthur A. Gibeault, of Montreal, was appointed on the recommendation of the employees, and Mr. F. G. Daniels, of Montmorency, on part of the Company. The Honourable Mr. Justice Fortin, of the Superior Court, Montreal, was appointed Chairman on the recommendation of Messrs. Daniels and Gibeault.

The report showed that on May 4, 1908, a reduction had been made in the salaries of the mule spinners and other employees of the Dominion Textile Company of 10 per cent and upwards, which led to a strike on the part of the operatives. The Board, in its review of the case, found that this strike was terminated on a promise by the Company that when trade conditions improved, wages would again be raised to the old schedule, and held that the question therefore was to determine whether there had been such an improvement in the conditions of this industry as would warrant the claim of the spinners. In the opinion of the Chairman of the Board and of Mr. Daniels, it was proven that there had been no improvement in respect of profits during the year, but that on the contrary there had been a continued depression resulting in a diminution of the earnings in the Montreal mills, and that 'the Com-

pany is justified in refusing to re-establish the scale of prices existing before the last reduction in wages.' Mr. Gibeault, the other member of the Board, was of opinion that the Company should increase the present schedule of wages by five per cent. The Board found no evidence to establish the existence of any 'black list.' On May 28 the Department was informed that the findings of the Board were accepted by the Company as a basis of settlement of the matters referred for investigation. On June 7 the Department received word also from the representatives of the employees to the effect that the findings were accepted by them and that the Company on its part had promised to re-engage five spinners who had been out of employment for a year.

### REPORT OF BOARD.

The text of the findings of the Board is as follows:—

HON. RODOLPHE LEMIEUX,  
Minister of Labour,  
Ottawa, Ont.

In the matter of the Industrial Disputes Investigation Act, and in the matter of differences between the Dominion Textile Company and its employees.

1. By the application in this matter, two questions were submitted to this Board:

(a) To re-establish, for the mule spinners, the pay-list in force in April, 1908, and from which a reduction had been made in May of the same year of from 10 to 25 per cent;

(b) The doing away with of what is called the 'black list.'

2. It appears that, during the years 1906 and 1907, the mule spinners belonging to the union at Montreal, that is, in the mills of St. Henri and Hochelaga, were first granted an increase of salary of 6 per cent, then an increase of 10 to 12 per cent, followed by another increase of 10 per cent, and, finally another increase of 2 to 2½ per cent, making a total of 30½ per cent for the mule spinners. During those two years, the cotton industry is shown by the evidence adduced before us to have been very prosperous. But, at the end of 1907 a severe depression set in, and was still in existence in the spring of 1908.

3. On the 4th of May a reduction was made on the salaries of the mule spinners and others of 10 per cent, as far as the St. Henri mill is concerned, and a reduction of a little over 10 per cent in some other cases, as regards the Hochelaga mills.

This reduction led to a strike, which was followed by a return to work of the operatives, who were promised that when trade conditions improved their wages would again be raised to the old schedule.

Now, this Board was called upon to inquire as to the mule spinners only of the Montreal union, aggregating about 70, and had nothing to do with the other operatives, numbering about 6,000.

4. The question before us was then whether there had been such an improvement in the conditions of the industry as would warrant the claim of the spinners.

It became a delicate matter to determine what should be the proper basis from which it could be ascertained whether conditions had improved. Was it to compare the operations of the mills in Montreal only, or to take the general operations of the Company for the year that had elapsed? In order to avoid possible error on this point, the Board thought proper to examine both the operations of the mills in Montreal, and the general operations of the Company for that year.

5. For that purpose the Board has sat and examined witnesses, as well on this first point as on the other question. It was thought proper to examine witnesses as fully as possible, and the Board has sat continuously on the 17th, 18th, 19th, 21st and 22nd instant.



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As far as the operations of the mills at Montreal were concerned, it was proved that there had been no improvement in the earnings of profits during the year. On the contrary, there was as the result of continued depression, a diminution in the earnings of those mills.

As to the general operations of the Company, the same result was shown. The operations of the last year have shown a considerable falling off in the profits, and it was proved that the depression which had set in at the end of the year 1907 has continued and still exists at the present time.

It was proved that the main cause for the acute depression in this country is that the depression, being universal, foreign manufacturers have cut prices to such an extent that the tariff protection, which is sufficient in ordinary times, has proved inadequate under present conditions.

So it appears to the majority of the Board that the Company is justified in refusing to re-establish the scale of prices existing before the last reduction in wages.

6. In the opinion of Mr. Gibeault, the Company ought to increase the present schedule by 5 per cent. It appears to Mr. Gibeault that since this Company has been organized the bondholders and shareholders have received interest and dividends in such a way that an increase which would, if applied to all the employees of the Company, mean an outlay of no more than \$75,000 a year, would be justified under the circumstances.

7. Upon the second question submitted to us we find that there was not in existence what is usually termed a 'black list,' and the question of fines was not pressed before us.

We find, however, that some of the spinners who had been employed up to the strike of May, 1908, have not, since secured employment from the Company. In some cases this was apparently due to the fact that personal difficulties had occurred between the men and the overseers. Some of these men have since found employment elsewhere, but some have not.

The Board feels justified in recommending that those whose names were the subject of particular consideration should be given another opportunity of giving their services to the Company in the same departments, and believes it has reason to hope that this recommendation may soon be carried into effect.

In conclusion, we have much pleasure in stating that our proceedings have been carried on in the most harmonious way, and with the most evident desire on the part of all to render justice to all concerned.

(Sgd.) THOMAS FORTIN,  
Chairman.

F. G. DANIELS,  
A. A. GIBEAULT.

MONTREAL, May 22, 1909.

**VIII.—APPLICATION FROM RAILROAD TELEGRAPHERS, MEMBERS OF THE ORDER OF RAILROAD TELEGRAPHERS, EMPLOYED BY THE CANADIAN PACIFIC RAILWAY COMPANY—BOARD ESTABLISHED UNANIMOUS REPORT BY BOARD—STRIKE AVERTED.**

*Application received.*—May 7, 1909.

*Parties concerned.*—Canadian Pacific Railway Company and its railroad telegraphers, members of the Order of Railroad Telegraphers.

*Applicants.*—Employees.

*Nature of industry concerned.*—Railways.

*Nature of dispute.*—Alleged unfair dismissal and breach of contract.

*Number of employees affected.*—1,600.

*Date of constitution of Board.*—May 29, 1909.

*Membership of Board.*—Honourable Mr. Justice Thos. Fortin, Montreal, Que., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. Wallace Nesbitt, K.C., Toronto, Ont., appointed on the recommendation of the employing Company; and Mr. W. T. J. Lee, Toronto, Ont., appointed on the recommendation of the employees.

*Report received.*—June 11, 1909.

*Result of inquiry.*—Unanimous report of Board was accepted by both parties to the dispute, a strike being thereby averted.

The Minister received on June 11 the report of the Board established to adjust differences between the Canadian Pacific Railway Company and its railroad telegraphers relating to the following claims which had been made in the employees' application: (1) Unfair dismissal of Mr. L. H. Devault from the position of train despatcher at Farnham, Que., December 18, 1908; (2) Breach of contract with the Order of Railroad Telegraphers by displacing despatchers from regular positions at Montreal, contrary to the terms of Article 2 of schedule agreement since January 1, 1909.

The telegraphers called for the reinstatement of Mr. Devault with payment for lost time and requested also that the displaced despatchers should be allowed their regular positions and reimbursed for loss of salary sustained by their removal. The application in this matter was signed by Messrs. D. Campbell and G. D. Robertson, of Toronto, and it was therein stated that 1,600 employees were likely to be affected.

Mr. Wallace Nesbitt, K.C., Toronto, and Mr. W. T. J. Lee, Toronto, were appointed members of the Board on the recommendation of the employers and employees respectively. In the absence of a joint recommendation from Messrs. Nesbitt and Lee, the Honourable Mr. Justice Fortin, Montreal, was appointed by the Minister as Chairman of this Board.

The unanimous findings of the Board were to the effect that the officials of the Company were justified in the dismissal of the said Devault and the contention of the Company was therefore sustained. In the matter of — Rose, the Board concluded that the contention of the Order of Railroad Telegraphers as to the construction to be placed on Rules 1 and 2 was incorrect, and that the contention of the Company was therefore sustained.

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On June 17, the Department was advised of the acceptance by the Canadian Pacific Railway Company of the report of the Board in this matter, and on June 21, word was received of the acceptance of the findings by the Order of Railroad Telegraphers.

## REPORT OF BOARD.

The text of the findings of the Board is as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and of the dispute between the Canadian Pacific Railway Company, employer and the Order of Railroad Telegraphers, employees.

The undersigned having been appointed as a Board of Conciliation and Investigation under the above Act, held at Montreal on the 3rd day of June, 1909, and having heard the parties, proceed to investigate the following claims:—

## IN THE MATTER OF ——— ROSE.

The Board came to the conclusion that the contention of the Order of Railroad Telegraphers as to the construction of Rules 1 and 2 was incorrect and the Company were justified in appointing the said ——— Rose to the position of first train despatcher.

The contention of the Company is, therefore, sustained.

## IN THE MATTER OF L. H. DEVAULT.

The Board having heard the parties, are of the opinion that the officers of the Company were justified in the dismissal of the said Devault, and the contention of the Company is therefore sustained.

Dated at Montreal this 4th day of June, 1908

(Sgd.)

THOMAS FORTIN,  
Chairman.

WALLACE NESBITT,  
For C. P. R.

W. T. J. LEE,  
For Employees.



**IX.—APPLICATION FROM EMPLOYEES OF COMPANIES COMPRISING THE WESTERN COAL OPERATORS' ASSOCIATION, AS FOLLOWS:—ALBERTA RAILWAY AND IRRIGATION COMPANY, H. W. McNEILL COMPANY, PACIFIC COAL COMPANY, LEITCH COLLIERIES, LIMITED, WESTERN CANADIAN COLLIERIES, LIMITED, INTERNATIONAL COAL AND COKE COMPANY, LIMITED, AND HOSMER MINES, LIMITED—BOARD ESTABLISHED—EMPLOYEES CEASED WORK, BUT AGREEMENT CONCLUDED LATER BASED ON REPORT OF BOARD.**

*Application received.*—May 5, 1909.

*Parties concerned.*—Western Coal Operators' Association and employees.

*Applicants.*—Employees.

*Nature of industry concerned.*—Coal mining.

*Nature of dispute.*—Wages and conditions of labour.

*Number of employees affected.*—2,100.

*Date of constitution of Board.*—May 15, 1909.

*Membership of Board.*—Rev. Hugh Grant, Fernie, B.C., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. Colin MacLeod, MacLeod, Alta., appointed on the recommendation of the employing Companies; and Mr. F. H. Sherman, Taber, Alta., appointed on the recommendation of the employees.

*Report received.*—June 21, 1909.

*Result of inquiry.*—Employees ceased work on March 31, 1909, on the expiry of the agreement under which they had previously been working. Strike continued during sessions of Board, and was terminated on June 30, 1909, by the signing of a new agreement, effective to March 31, 1911, which was based on the report of the Board.

The Minister received on June 21 the report of the Board established to adjust certain differences between the members of the Western Coal Operators' Association and their employees, as signed by the Rev. H. R. Grant, Chairman, and Mr. F. H. Sherman, member appointed on the recommendation of the employees; also a minority report signed by Mr. Colin MacLeod, member appointed on the recommendation of the Western Coal Operators' Association.

This dispute arose out of a 'failure to agree upon the terms and conditions of working agreements which expired on March 31, 1909.' The Board, in its report, expressed the opinion that these old agreements were agreeable to both parties, and therefore recommended a general agreement based on the old form of agreement effective from April 1, 1909, to March 31, 1911.

In this case, Mr. Colin MacLeod, of MacLeod, Alta., and Mr. F. H. Sherman, of Taber, Alta., were appointed members of the Board on the recommendation of the Western Coal Operators' Association and of the employees respectively. Rev. Hugh Grant, of Fernie, B.C., was appointed by the Minister as Chairman in the absence of a joint recommendation from the other two members. In the application it was stated that this dispute affected directly 2,100 men, and indirectly probably 10,000 others. The Board began its labours on May 20 and exerted itself to induce the parties concerned to adjust their differences by mutual agreement, but as no settlement

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was reached in this way the Board visited the various mines affected and took evidence on the questions at issue. In its findings it was referred to a dispute respecting differential rates on pillars and contract rates at Lille, Bellevue, Hillcrest and Coleman mines, and expressed the opinion that if the parties each made an earnest effort they could easily settle, by mutual agreement or joint committee, any difficulties outstanding in this connection. On the subject of discrimination, the Board advised that the understanding arrived at with regard to discrimination, as reported by the Deputy Minister of Labour in the report of the Department of Labour in 1907, be observed by the parties to the present agreement.

The effect of the report of the Board, if accepted, would be, the Chairman explained in a covering letter, to give neither a 'closed shop' nor an 'open shop,' but to continue an agreement which had worked out amicably for two years.

The minority report of Mr. Colin MacLeod was in substantial agreement with the report of the Board. Mr. MacLeod had discussed at some length the merits of the points at issue, and finds the chief dispute to be 'the matter of the preamble and check-off clause, the miners contending that the preamble and check-off clause submitted by them would constitute a legal and binding agreement, the operators replying that it would not improve the legal aspects of the agreement heretofore existing and that its only effect was the establishment of a "closed shop," to which they could not agree.' Mr. MacLeod submitted that the preamble prepared by the miners did not improve the legal and binding effect of the preamble, used in the old agreement, nor on the other hand should the preamble, he thought, of the operators be adopted. Mr. MacLeod had incorporated in his report a draft agreement covering all points in dispute between the Western Coal Operators' Association and its employees. On the subject of a check-off clause, Mr. MacLeod said in his report: 'The applicants are undoubtedly entitled to a check-off clause in their agreement, but the check-off clause submitted by them being inconsistent with the laws in force in British Columbia and Alberta should not be accepted, and the check-off clause of the old agreements should be continued, the same being shown in the agreement above referred to.'

The Minister received early in the month of July a communication from Mr. Lewis Stockett, president of the Western Coal Operators' Association, stating that on June 30, an agreement was signed terminating the differences which had existed for a period of three months between the Western Coal Operators' Association and District No. 18, United Mine Workers of America, the Companies affected by the agreement being as follows, namely: The Bankhead Mines, Limited; The H. W. McNeill Co., Limited; Coal Department of Alberta Railway and Irrigation Company; Leitch Collieries, Limited; Royal Collieries, Limited; West Canadian Collieries, Limited (Bellevue and Lille mines); Hillcrest Coal and Coke Company, Limited, International Coal and Coke Company, Limited, and the Hosmer Mines, Limited.

The new agreement entered into on June 30 between the Western Coal Operators' Association and workmen in its employ, as represented by District 18 of the U. M. W. of A., covers many points not referred to in the agreement between the same parties of 1907, and differs therefrom in certain other respects. In the main, the agreements are along substantially similar lines. Four of the coal mining Companies who were parties to the old agreement, namely, the Crowsnest Pass Coal Company, the Pacific Coal Company, the Breckenridge and Lund Coal Company, and the Canadian American Coal and Coke Company, do not appear as signatories to the agreement of June 30, 1909. On the other hand, the new agreement contains the names of five Companies who had not taken part in the agreement which was entered into between the Western Coal Operators' Association and the U. M. W. A. two years ago, namely, the Coal Department of the Alberta Railway and Irrigation Company, Royal Collieries, Leitch Collieries, Hillcrest Coal and Coke Company and Hosmer Mines.

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In respect of wages, no change is made in the scale governing outside wages. The inside scale of wages which governed during the period from March, 1907, to March, 1909, is also continued in effect during the life of the new agreement, with the following exception: Machine men to be rated at \$3.50 per shift and machine helpers at \$3 per shift. The schedule of the old agreement relating to couplers, pushers, loaders, buckers, locomotive engineers, motormen, switchers and cagers is annulled in the new contract.

A clause is embodied in the new agreement declaring that the right to hire and discharge, the management of the mine and the direction of the working forces are vested exclusively in the Company, and that the United Mine Workers of America shall not abridge this right.

A clause has also been added enumerating the employees who are not under the jurisdiction of the U. M. W. A., viz.: It is also agreed that all men working on improvements and extensive repairs are not included in the jurisdiction of the U. M. W. A.

Penalties are imposed for absence from work and for stoppage of work. Other clauses of the new agreement not included in the agreement of 1907 deal with the following subjects: Check weighmen, preference of employment, minimum rate, miners taken to do company work, delivery of timber, loading of coal from chutes, doctor and hospital arrangements, store, holidays, funerals, sub-contracting, single shift, wet places, rock miners, brushing, retirement, oil, pay day, definition of schedule rates, turn in cars, back hands, contract prices, local conditions.

The Department was further informed that a mutual understanding was reached as between the parties with reference to the question of discrimination, and that it was agreed that the witnesses to the signatures attached to the agreement should write a joint letter to the Minister of Labour setting forth the fact that this mutual understanding was effected and to be binding upon both parties, and that the Minister should be requested to have the same published in the first issue of the *Labour Gazette*. Accordingly, with the letter addressed to the Minister by the President of the Western Coal Operators' Association, was forwarded a joint communication to the Minister from Messrs. T. E. James and Hamilton B. Fuller expressing the terms of the understanding effected on the subject indicated and requesting that the same might be published in the *Labour Gazette*.

The following is the text of the joint communication from Messrs. James and Fuller, which was duly published as requested in the *Labour Gazette* for July, 1909, p. 79:—

THE WESTERN COAL OPERATORS' ASSOCIATION.

Hosmer, B.C., June 30, 1909.

TO THE HONOURABLE  
THE MINISTER OF LABOUR,  
Ottawa, Ont.

SIR,—In accordance with an agreement entered into this date between District No. 18, United Mine Workers of America, and the Western Coal Operators' Association, to which agreement we are the witnesses, to the signatures of both parties, and carrying out the following:

Witnesses to the signatures of the agreement, to write a letter to the Minister of Labour stating, 'that the settlement reached was based on the understanding that it is distinctly understood and agreed between the parties that there is to be no discrimination on the part of the Companies against union men, or on the part of the



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union men against non-union men employed, and that it is agreed that the same be published in the *Labour Gazette*.'

Kindly have the above published in the *Labour Gazette* and oblige.

Your obedient servants,

(Sgd.) T. E. JAMES,  
HAMILTON B. FULLER.

## REPORT OF BOARD.

The text of the findings of the Board is as follows:—

Fernie, B.C., June 15, 1909.

TO THE HONOURABLE  
THE MINISTER OF LABOUR,  
Ottawa, Ont.

SIR,—Having concluded our investigations, and bearing in mind the interests of the parties involved, and the suffering in consequence of the dispute, we have the honour to recommend the following as the basis of a settlement:

We believe that the old agreements, expiring on March 31, 1909, are agreeable to both parties, and we therefore recommend a general agreement, based on the old agreement, expiring on the above date, the term of the agreement to date from 1st of April, 1909, to the 31st March, 1911.

## DIFFERENTIAL ON PILLARS AND CONTRACT RATES AT LILLE.

We are of the opinion that if the parties each make an earnest effort they can easily settle any difficulties that may exist at Lille, Bellevue, Hillcrest and Coleman mines, in the same manner as heretofore, by mutual agreement, or by the joint committee and independent chairman, as provided for by all previous agreements between the parties. We, therefore, recommend that this course be adopted and a definite settlement be made within thirty (30) days of signing an agreement.

## DISCRIMINATION.

We recommend that the understanding arrived at with regard to discrimination, as reported by the Deputy Minister of Labour, in the report of the Department of Labour, in 1907, be observed by the parties in this agreement.

We have the honour to be, sir,

Your obedient servants,

(Sgd.) H. R. GRANT,  
Chairman.  
F. H. SHERMAN,  
Member of Board.

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## MINORITY REPORT.

The text of the minority report is as follows:—

MacLeod, Alta., June 16, 1909.

TO THE HONOURABLE  
THE MINISTER OF LABOUR,  
Ottawa, Ont.

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between the Western Coal Operators' Association, and the employees of the above Companies, as represented by District No. 18, United Mine Workers of America.

SIR,—I have had the advantage of seeing the award of my colleagues, and regret that notwithstanding we are agreed as to the matters in dispute, we differ as to the conception of our duties. I feel that under section 26 of the Industrial Disputes Investigation Act, it is incumbent upon the Board to deal with each item of the reference, and that the Board should not hesitate to give an opinion upon the questions it is called upon to decide. The objection I have to signing the award of my colleagues will, no doubt, be your objection to accepting it—it is not an award. Moreover, Sir, I feel that after the prolonged investigation had in this matter, that the Board should be in a position to render a decision upon at least one of the questions in dispute, and that it should not return the reference to you without a word of comment as to the merits of the case. Since the 20th day of May last the Board has practically been in continuous session, during which time voluminous evidence was taken, and after full and thorough investigation and inspection I beg to report on the matters in dispute as follows:—

This dispute arose by reason of the parties being unable to renew an agreement which expired on the 31st day of March, 1909. From the evidence adduced it appears that during the month of March the parties, by their representatives, met in conference, and made an agreement satisfactory to the representatives, which the operators agreed to adopt, and which was submitted to the several local unions for consideration on a referendum vote. This vote carried by a large majority, but notwithstanding this vote and the agreement of the committees, operations were suspended by the applicants.

The following is the text of the application and reply:—

## APPLICATION.

It is hereby agreed, between the Western Coal Operators' Association, consisting of the Pacific Coal Company, Limited; the H. W. McNeill Company, Limited; the Leitch Collieries, Limited; the West Canadian Collieries, Limited; the Hillcrest Coal and Coke Company, Limited; the International Coal and Coke Company, Limited; the Alberta Railway and Irrigation Company, of the one part, and the employees of the said Companies, as represented by the United Mine Workers of America, District No. 18, of the other part, that the agreement existing prior to April 1, 1909, respecting general provisions and scales of contract prices and wages, shall govern the parties hereto for the period of two years, commencing April 1, 1909, and ending March 31, 1911, in so far as the same may not be modified or affected by the provisions of this agreement; it being understood and agreed that the parties hereto will meet in conference sixty days prior to the expiration of this agreement to discuss a renewal thereof. This agreement covers all the mines, coke ovens and outside plants operated by the Companies, and all persons accepting employment at these mines shall be governed by the following rules and regulations.—

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'The Company will require each person employed by them, or to be employed by them, as a miner, mine labourer, or otherwise, in and about the mines and coke ovens of the prospective Companies, to sign this agreement, as a condition precedent to continued employment of the person already employed or to be employed. The agreement to be placed in a book, together with a legal check-off clause and signed by all employees.

#### HOURS OF LABOUR.

'All underground wages shall be computed from the time of entry at the surface of the mine to the time of return to the surface of the mine, based upon the eight (8) hour bank to bank shift.

#### LILLE COLLIERIES.

'A contract price to be agreed upon for the seams at present being worked at Lille.'

#### REPLY.

The Western Coal Operators' Association, above mentioned, state in reply to the application made herein as follows:—

'1. That a strike exists at the following named collieries, viz.: Bankhead Mines, Limited, The H. W. McNeill Company, Limited; Coal Department of the Alberta Railway and Irrigation Company; Royal Collieries, Limited; the Leitch Collieries, Limited; the Hillcrest Coal and Coke Company, Limited; the West Canadian Collieries, Limited; the International Coal and Coke Company, Limited, and the Hosmer Mines, Limited, and the employers at said collieries are members of the Western Coal Operators' Association.

'2. The applicants have caused the said strike to be declared at each of the said collieries named, and the Board should inquire into the dispute existing at each and all of said collieries.

'3. That the discontinuance of operations at the said collieries is the result of a strike ordered by the president and secretary of District No. 18 of the United Mine Workers of America, contrary to the provisions of the Industrial Disputes Investigation Act, 1907.

'4. That the demands of the applicants as shown on page 1 of said application is unfair and should not be allowed, and in lieu of the said demands the following should be adopted:—

'IT IS HEREBY AGREED, between the Western Coal Operators' Association (consisting of Bankhead Mines, Limited; the H. W. McNeill Company, Limited; Coal Department of the Alberta Railway and Irrigation Company; Royal Collieries, Limited; the Leitch Collieries, Limited; the Hillcrest Coal and Coke Company, Limited; the West Canadian Collieries, Limited; the International Coal and Coke Company, Limited, and the Hosmer Mines, Limited), of the one part, and the employees of the said Companies, as represented by the United Mine Workers of America, District No. 18, of the other part, that the following agreement, respecting general provisions and scale of contract prices and wages, shall govern the parties hereto for the period ending March 31, 1912, it being understood and agreed that the parties thereto will meet in conference thirty days prior to the expiration of this agreement, to discuss a renewal thereof.

'5. That the agreement made between the parties hereto at the conference held in March, 1909, should be adopted, with the exception of the modifications following:

(a) The check-off clause should be struck out.

(b) After the twenty-fifth word in the discrimination clause the words 'or interference with' should be inserted.



(c) In the schedule relating to outside and inside wages the clause in regard to minimum and higher wages should be omitted.

(d) There should be a differential on all pillars and a reduction on some of the contract rates in the previous agreement.

(e) A blacksmith charge of fifty cents per month per miner, and a uniform rate of \$2.50 per ton for run of mine coal, and \$3 for screened coal delivered to employees residing at the mines.

(f) No check-off clause or deductions shall be allowed other than as provided for by the laws of the provinces of Alberta and British Columbia.

You will note the chief dispute between the parties is the matter of the preamble and check-off clause, the miners contending that the preamble and check-off submitted by them would constitute a legal and binding agreement, the operators replying that it would not improve the legal aspects of the agreements heretofore existing, and that its only effect was the establishment of a 'closed shop' to which they could not agree. The matters relating to hours of labour, contract prices at Lille and differential on pillars have arisen since the cessation of work, and their existence is due largely to the friction now existing between the parties.

Taking up the questions as they appear in the reference and in the reply, I am of the opinion that the Board's award in respect of the several matters should be:—

1. That the preamble submitted by the applicants does not improve the legal and binding aspects of the preamble used in the old agreement, nor should the preamble submitted by the operators be adopted, but, on the other hand, the preamble which is set out in the agreement hereafter recommended should be adopted.

2. CHECK-OFF CLAUSE.—The applicants are undoubtedly entitled to a check-off clause in their agreement, but the check-off clause submitted by them being inconsistent with the laws in force in British Columbia and Alberta should not be accepted, and the check-off clause of the old agreements should be continued, the same being shown in the agreement above referred to.

3. HOURS OF LABOUR.—After hearing the evidence on this question, it is quite apparent to the Board and to the parties that no grievance existed between them on this question, but that by reason of a misunderstanding between them, this demand was made; moreover, the matter being governed by the statutes in force in British Columbia and Alberta, the Board has no jurisdiction to deal with the same.

4. LILLIE COLLIERIES.—The applicants demanded at these collieries that a contract price be fixed on what is known as 'Bear Valley No. 1 seam,' and the Company objected to grant a new rate on the ground that this seam is the original Lille No. 1 seam already under contract rates, and that by reason of a fault they were obliged to work this seam under the rates applicable to abnormal conditions. From personal inspection of the mine and the evidence adduced, the Board is of the opinion that the contention of the operators as to the identity of the seam is correct, but, on the other hand, recommends that there should be some consideration given to the miners for the extra timbering required.

5. DIFFERENTIAL ON PILLARS.—The Board is also of the opinion that the system of paying for timber in the pillars at Coleman and Hillcrest mines constitutes a grievance on the part of the Companies, and in view of the fact that the evidence discloses that differential on pillars should exist in all pitching seams, the Board recommends that this matter together with the demand relating to differential on pillars at Bellevue be referred to the special committee.

6. OTHER DEMANDS.—The demands relating to blacksmith charge and price of coal at mines being trivial, the Board cannot recommend any variance from the Macleod agreement, to which each party has committed itself.

7. DISCRIMINATION.—The Board says in regard to the matter of discrimination that having heard the evidence submitted by the applicants to the effect that some

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managers discriminated between non-union and union men, and that union men have discriminated against non-union men, and being satisfied that such evidence is correct, the Board is of the opinion that a discrimination clause should be embodied in the agreement to be made between the parties.

Unfortunately one of the members of the Board, who has a practical knowledge of mining, is ill and unable to discuss and advise with me, therefore, I hesitate to fix any definite award in regard to the Lille, Bellevue, Hillcrest and Coleman mines, but in lieu thereof recommend the same to the consideration of the special committee as provided for in the agreement hereafter written, and recommend also that it be embodied in the agreement that the special committee meet at the earliest possible moment.

Having in mind the agreements which existed between the parties prior to the 1st day of April, 1909, and the Macleod agreement, which was approved of on a referendum vote, I have compiled an agreement based on these agreements, which I would recommend to the parties for acceptance, subject to the findings of the special committee in regard to the Bellevue, Hillcrest, Coleman and Lille mines, which, when made, should constitute a part of the said agreement.

The agreement referred to is as follows:—

AGREEMENT between the Western Coal Operators, Association (consisting of Bankhead Mines, Limited, the H. W. McNeill Co., Limited, Coal Department of the Al-Alberta Railway and Irrigation Company; Royal Collieries, Limited; the Leitch Collieries, Limited; the Hillcrest Coal and Coke Company, Limited; the West Canadian Collieries, Limited; the International Coal and Coke Company, Limited; the Hosmer Mines, Limited, of the one part and the employees of the said Companies as represented by the United Mine Workers of America, District No. 18, of the other part, with respect to prices to be paid at the several collieries, and with respect to other matters governing the relations between the said parties:—

OUTSIDE WAGES.—The outside scale of wages, which governed the parties hereto on March 31, 1909, shall continue in effect during the life of this agreement.

INSIDE WAGES.—The inside scale of wages, which governed the parties hereto on March 31, 1909, shall continue in effect during the life of this agreement, with the following exceptions: Machinememen are to be rated at \$3.50 per shift, and machine helpers at \$3 per shift, and schedule 'D' of the agreement expiring March 31, 1909, is annulled.

CONTRACT PRICES.—The scale of contract prices which governed the parties hereto on March 31, 1909, shall continue in effect during the life of this agreement, in so far as the same are not modified or affected by the provisions herein.

IT IS EXPRESSLY AGREED between the parties hereto that the matter of the timber grievance in No. 1 seam at Lille mine, timbering in the pillars at Hillcrest and Coleman mines and a differential on pillars at Hillcrest, Bellevue and Coleman mines, shall be referred to a special committee, said committee to consist of five members, two appointed by the president or vice-president of District No. 18, United Mine Workers of America, and two appointed by the president of the Western Coal Operators' Association, at the time of the signing of this agreement, the fifth member to be appointed immediately by the Minister of Labour. The committee thus constituted shall take up the matters referred to and render a decision on the same within ten days, this decision to be binding on the parties and become part of this agreement, and to take effect from the date hereof.

MANAGEMENT OF MINE.—The right to hire and discharge, the management of the mine, and the direction of the working forces are vested exclusively in the Company, and the United Mine Workers of America shall not abridge this right.



**DUTIES OF PIT COMMITTEE.**—The Pit Committee shall be a committee of three in each colliery, or other plant covered by this agreement, selected by the employees working at such colliery or other plant from amongst their own number, except one member may be a checkweighman or an officer of the local union, not necessarily an employee of the Company. This member must previously have been selected as checkweighman or officer from amongst the employees of the aforesaid colliery or other plant; due notice of such selection properly certified shall be given to the Company.

The duties of the Pit Committee shall be confined to the settlement of disputes between the pit boss or foreman, and any employee working in or around the mine, arising out of this agreement, and all agreements made in connection therewith, the pit boss or foreman, and man or men having failed to agree.

The Pit Committee in discharge of its duties, shall under no circumstances go around the mine for any cause whatever, unless called upon by the pit boss or foreman, or by a miner or day man, who may have a grievance which he has first tried to and cannot settle with the boss.

Members of the Pit Committee employed as day men shall not leave their places of duty during working hours, except by permission of the pit boss or foreman, or in cases involving the stoppage of the mine.

#### SETTLEMENT OF LOCAL AND GENERAL DISPUTES.

A.—In case any dispute or grievances arise under this agreement, or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company or any person or persons employed or by the men as a whole, then the parties shall endeavour to settle the matter as hereinafter provided. But before any grievance or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavour by personal application to the pit boss, overman or foreman in charge of the work where the dispute arises to settle the matter, and in the event of their agreeing their decision shall be final.

B.—In case of any local dispute arising in any mine and failure to agree between the pit boss, overman or foreman in charge of the work where the dispute arises, and any employee, the Pit Committee and mine superintendent, or mine manager, shall endeavour to settle the matter, and if they agree their decision shall be final.

C.—In the event of the failure of the Pit Committee and the mine superintendent or mine manager to settle any dispute so referred to them, as well as in the event of other disputes arising, the matter in dispute shall be referred to the general superintendent or general manager of the Company and the officers of District No. 18, United Mine Workers of America, to settle, and if they agree their decision shall be final. Should they fail to agree it shall be referred to a joint committee, said committee to be made up of three operators appointed by the Western Coal Operators Association and three miners appointed by District 18, United Mine Workers of America, for settlement. If they agree, their decision shall be binding upon both parties. A majority of a full committee must vote in favour of any action before it can be declared carried.

In the event of a failure to agree, the committee shall endeavour to select an independent chairman, and failing to agree upon an independent chairman the Minister of Labour shall be asked to appoint such chairman, the decision of the committee thus constituted shall be binding on both parties.

The joint committee shall meet every three months on the second Tuesday or at any time on the joint call of the president of the Western Coal Operators' Association and the president of District 18, United Mine Workers of America.

D.—In the meantime, and in all cases while disputes are being investigated and settled, the miners, mine-labourers and all other parties involved must continue to work pending investigation, and until final decision has been reached, but where



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miners, mine labourer or mine labourers has or have been discharged by the Company he or they shall not remain in the employ of the Company while his or their case is being investigated and settled. If a claim be made within five days where a man or men has or have been unjustly discharged the case shall be dealt with according to this article, and if it is proven that he or they have been unjustly dealt with he or they shall be reinstated. If claim is made for compensation for loss of time in cases where reinstatement has followed, it shall be left to the joint committee to decide what amount, if any, is to be paid.

E.—Any breach of this agreement by any of the parties hereto is not to void the said agreement, but the same is to continue in full force and effect. It is not intended, however, by this subsection to abridge the right of a man to suspend work after the final settlement as herein provided, if any operator or operators refuse to be bound by any decision given against them under this article.

NEW WORK.—Whenever any new work arises, the price for which has not been provided for in this agreement, on the request of the Company or the miners, the joint committee of the Western Coal Operators' Association and District No. 18 of the United Mine Workers of America shall meet within thirty days after the said request and arrange a price. Meantime and until such price has been arranged all men shall be paid upon the day wage scale.

EMPLOYEES NOT UNDER JURISDICTION.—The following employees are not under the jurisdiction of the United Mine Workers of America, mine manager or superintendent, overman or pit boss, or assistant overman or pit bosses, fire bosses, boss driver, stable boss, master mechanic, electricians, weighmen, head carpenter, tippie or breaker foreman, loader boss, night watchman, coke oven foreman, outside foreman and all other foremen, time keepers, coal inspectors and head lampmen.

CONSTRUCTION AND EXTENSIVE REPAIRS.—It is agreed that all men working on improvements and extensive repairs are not included in the jurisdiction of the United Mine Workers of America. The erection of head frames, tipples, breakers, washers, buildings, coke ovens, scales machinery, railroad tracks, switches, &c., necessary for the completion of the plant all being in the nature of construction work and extensive repairs or rebuilding of the same class of work are to be considered as improvements and extensive repairs, and the employees there are to be excluded as above when employed on such work only.

CHECK-OFF.—The Company will give to the United Mine Workers of America full recognition and concede the check-off system; that is to say, upon the individual request in writing of any of the Company's employees the Company shall deduct such moneys from their wages each month as are designated for dues, assessments, fines and initiation fees, in other words, the Company will retain from the wages due employees any sums they may have given orders upon the Company for in writing payable to such officers of the United Mine Workers of America as may be designated in such orders.

DISCRIMINATION.—No person shall be refused employment or in any way discriminated against on account of membership in labour organizations, and there shall be no discrimination against any employee who is not a member of a labour organization by members of such an organization.

PENALTY FOR ABSENCE FROM WORK.—When an employee absents himself from his work for a period of two days unless through sickness or by first having properly arranged with the pit boss or foreman and obtained his consent, he may be discharged. All employees whose absence would cause any stoppage of work must, before absenting themselves, properly arrange with or notify the pit boss or foreman of their absence, otherwise they may be discharged. Any employee who habitually to the extent of five days per month absents himself from work may be discharged.

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**PENALTY FOR STOPPAGE OF WORK.**—If any employee or employees shall cause a stoppage of work in violation of this agreement, he or they shall be subject to discharge by the Company without recourse.

**CHECK WEIGHMAN.**—The Company will grant the right to the miners to employ check-weighers, and will grant the said check-weighers every facility to enable them to render a correct account of all coal weighed and will allow the cars to be tared from time to time, and the machine to be properly tested from time to time and will deduct from the wages of all contract miners such amounts as may be designated from time to time, and will pay over the same to the secretary of the local union for wages of check-weighers.

**PREFERENCE OF EMPLOYMENT.**—In case an employee is thrown out of employment, unless discharged, he shall be given preference over new men in other mines in the same camp operated by the same Company.

**MINIMUM RATE.**—When a miner's working place becomes deficient owing to any abnormal conditions preventing him from earning the minimum wage of \$3 per shift, and should the Company desire to continue to work such place or places, the mine manager and Pit Committee shall examine said place or places and agree upon a rate to be paid a miner for such deficient work. Failing to agree upon such rate the place if worked shall be worked on the day wage scale per miner.

**MINERS TAKEN TO DO COMPANY WORK.**—The Company shall pay the sum of \$3 per day for all miners taken from contract work to do Company work.

**DELIVERY OF TIMBER.**—In accordance with the Coal Mines Regulation Act of British Columbia and Alberta the Company shall at all times deliver an adequate supply of suitable timber, rails, ties and sheet iron at the nearest cross-cut to the face of all raise workings, and in places where the regular pit cars go the working face without being handled by the miner; they shall be delivered on the cars at the working face; in other places across pitch, the timber, rails, ties, planks and sheet iron shall be delivered at the mouth of the room.

**LOADING OF COAL FROM CHUTES.**—In pitching seams where chutes are used the Company will handle all coal placed in chutes by the miners.

**DOCTOR AND HOSPITAL.**—The matter of doctor and hospital arrangements is to be arranged between the employees and the management, and when so arranged the Company agrees to make collections for that purpose. This is subject in British Columbia to the laws of the province.

In camps where doctor and hospital arrangements have already been made and are satisfactory, the customs prevailing in such camps shall continue.

The joint committee shall at their first meeting provide rules for the mode of procedure for the making of arrangements between the employees and the manager.

**STORE.**—It shall be understood and agreed that the employees shall be at perfect liberty to purchase goods wherever they may choose to do so.

**HOLIDAYS.**—The following days only shall be observed as holidays:—New Year's Day, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, District and International Election Day, Christmas Day.

**FUNERALS.**—In the event of an instantaneous death by an accident in the mine or outside the mine, the miners underground and all other employees except in the seam where the accident occurred shall continue to work until the day of the funeral when it is optional with them whether they shall work or not.

**BACKHANDS.**—The present practice of working miners either as partners or with miners and labourers as it exists in the several camps at the present time, shall be adhered to.

With the following provisions, that the clauses in regard to the same in the agreements expiring March 31, 1909, shall remain in effect.



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On all Company work the Company shall employ such class of men as the work requires, and at the rates of wages provided for in this agreement.

**SUBCONTRACTING.**—No subcontracting shall be allowed in any mine operated by the Company, but this shall not apply to the employment of backhands.

**EMPLOYEES TO CARE FOR MINE.**—In case of either local or general suspension of mine, either at the expiration of this contract or otherwise, the engineers, firemen and pumpmen shall not suspend work, but shall, when mining is suspended, fully protect all the Company's property under their care and operate fans and pumps and lower and hoist such men and supplies as may be required to protect the Company's property, and any and all coal required to keep up steam at the Company's coal plant, but it is understood and agreed that the Companies will not ask them to hoist any coal for sale on the market.

**SINGLE SHIFT.**—The single shift system in rooms and pillars shall be adhered to as far as practicable.

**WET PLACES.**—The working place in the mine where water drips from the roof in quantities sufficient to wet a man's clothing or where standing water is sufficient to wet a man's clothing above his knees shall be considered a wet place; a place where the use of gum-boots will keep a man's feet dry shall not be considered a wet place.

**ROCK MINERS.**—Where a man is continually engaged on rock work where hammer and steel are used, he shall be considered as a rock miner and paid a rock miner's wages.

If an air drill is used, the driller shall be paid machine wages, and the helper machine runners helpers' wages; the other men engaged shall be classed as miners or labourers as may be.

Where a man is engaged on work in both rock and coal, if the amount of rock is greater than the amount of coal he shall be classed as a rock miner, and where the amount of coal is greater than the amount of rock he shall be classed as a coal miner.

**BRUSHING.**—Where a man is engaged in continuous brushing either top or bottom using the usual drills and tools, he shall be classed as a coal miner; if the brushing is done by hammer and steel he shall be classed as a rock miner.

Timbermen taking out rock while engaged in retimbering or repairing shall not be classed as rock miners.

**RETIREMENT.**—Where any employee has drawn his time before the regular pay day he thereby severs his connection with the Company, and any alleged grievance he may have ceases to be a question for consideration under this agreement.

**CHINESE LABOUR.**—The United Mine Workers of America does not in any way prohibit the employment of Chinese in or around the mines, but where such labour is employed they shall be paid the scale for such work with the following provisions; that is, that where they are now employed at Bankhead and Canmore the present rates shall not be interfered with in any way by the United Mine Workers of America during the life of this agreement.

**OIL.**—Present conditions to prevail.

**PAY DAY.**—The Companies will continue to pay the regular pay rolls according to the present customs at the several mines. Statements to be issued two days before pay day.

Any employee desiring to leave the service of the Company shall on his request be paid all moneys due him within two days after his stoppage of work.

**MARKET RESTRICTIONS.**—It is agreed that District No. 18, United Mine Workers of America, will not in any way restrict or interfere with the marketing of coal or coke to any person, firm or corporation.

**LOCAL CONDITIONS.**—The same as those existing at the several mines previous to the 31st day of March, 1909.



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This agreement shall govern the parties hereto for the period ending March 31, 1912, and it is understood and agreed that the parties hereto shall meet in conference thirty (30) days prior to the expiration of this agreement to discuss a renewal thereof.

Hoping that this recommendation may be acceptable to you and the parties concerned in the dispute.

I have the honour to be, sir, your obedient servant,

COLIN MACLEOD,

**X.—APPLICATION FROM EMPLOYEES OF THE CUMBERLAND RAILWAY AND COAL COMPANY, SPRINGHILL, N.S., MEMBERS OF THE UNITED MINE WORKERS OF AMERICA—BOARD ESTABLISHED—EMPLOYEES CEASED WORK.**

*Application received.*—May 10, 1909.

*Parties concerned.*—Cumberland Railway and Coal Company, Springhill, N.S., and employees.

*Applicants.*—Employees.

*Nature of industry concerned.*—Coal mining.

*Nature of dispute.*—Wages, conditions of labour, and demand for recognition of the United Mine Workers of America.

*Number of employees affected.*—1,550.

*Date of constitution of Board.*—June 5, 1909.

*Membership of Board.*—Honourable Mr. Justice J. W. Longley, Halifax, N.S., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. Chas. Archibald, Halifax, N.S., appointed by the Minister in the absence of any recommendation from the employing Company; and Mr. E. B. Paul, M.P.P., Springhill, N.S., appointed on the recommendation of the employees.

*Report received.*—July 23, 1909.

*Result of inquiry.*—The Board's findings were not accepted by the employees, and strike was declared by them on August 9, 1909, which resulted in the closing down of the Company's mines until early in the month of March, 1910, when operations were resumed on a limited scale. A number of the Company's former employees still remained on strike at the end of the month of March.

The Minister received, on July 23, the report of the Board of Conciliation and Investigation, to which was referred for adjustment the differences between the Cumberland Railway and Coal Company, Limited, and certain of its employees, members of Local Union No. 469 of the United Mine Workers of America. The Board was composed of the Honourable Mr. Justice Longley, Judge of the Supreme Court of Nova Scotia; Mr. Charles Archibald, Halifax, appointed for the Company, and Mr. E. B. Paul, M.P.P., appointed for the employees. Mr. Archibald was appointed by the Minister in the absence of a recommendation from the Company. The first meeting of the Board was held on June 22, at Springhill, N.S. The employees were represented by Messrs. Seaman Terris, D. C. Matheson and Charles Betts. The Company was represented by Messrs. D. Stewart, assistant general manager; W. D. Mathews, assistant manager, and C. J. Alboom, official measurer.

The employees concerned being unwilling to abide by the findings of the Board in this matter, a strike was declared on August 9, which resulted in the closing down of the Company's mines. Operations were resumed on a limited scale early in the month of March, 1910, but a considerable number of the Company's former employees still remained on strike at that time.

The report of the Board was signed by the three members of the Board, but was accompanied by a foot note signed by Mr. Paul individually, modifying in some

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degree his acquiescence in the findings. The specific demands contained in the application for the Board in this matter were as follows, viz.:—

1. Recognition of the union.
2. To determine the standard weight of a box of coal for the purpose of forming a basis from which the rate per ton shall be arrived at.
3. To establish a schedule of prices for all classes of work in and about the mines.
4. To establish a docking system.

The Board remarked, 'while these are the special and specific matters which are to be considered and adjudicated upon by the Board, the circumstances surrounding the whole inquiry seem to require a general statement in order that the position should be fairly understood.'

The Board thereupon recited the circumstances under which three separate Boards of Conciliation and Investigation had been appointed during the last two years to inquire into disputes between this Company and its employees and enumerated the leading features of the different investigations, dwelling particularly upon the strike of thirteen weeks which occurred in the autumn of 1907, and which was brought to a termination only by the acceptance on the part of the men of the findings of the Board of Conciliation first established to adjust the differences between the Company and its employees.

Taking up first the question of the recognition of the union, the Board recited the circumstances and sets forth the arguments used by the respective sides to sustain their positions in the negotiations that had taken place.

#### RECOGNITION OF U. M. W. A.

It was claimed before the Board by the employees that they have a perfect right to choose for themselves what form of organization they should adopt, and that the constitution and methods of the United Mine Workers were more advantageous to them than association with the Provincial Workmen's Association.

The Company, on its part, stated that it was prepared to receive individuals or committees of the employees on all matters pertaining to employment, and that no man or men had been refused a hearing by the Board of Management unless he or they came as a committee from the local union of Mine Workers. The Company contended that it should not be required to help support what is regarded as a foreign labour organization, the main body of whose members are working, it says, to produce coal to supplant the Nova Scotia product in Canadian markets; that determined efforts were already being made by American operators to capture the St. Lawrence trade from the Nova Scotia producers; that the cost of producing coal in the United States was only one-third of the cost of putting coal f.o.b cars in the deep mines of the mainland of Nova Scotia; that if this invasion continues Nova Scotia operators would either have to close down or reduce the cost of production. Objection was taken by the Company to the Constitution of the U. M. W., and it was 'claimed that the P. W. A. is under the legislative control of the Province, while the U. M. W. as a body had neither standing nor property in Canada and are not under legislative control.'

The Board declared that whilst recognition of the U. M. W. by this Company might at the moment remove one source of friction between the parties it was by no means clear to the Board 'that any right exists on the part of the Department of Labour to enforce upon any Company operating a mine or any other industrial enterprise, a compulsion to give official recognition to any labour organization formed among its employees.' It did not appear to the Board that recognition of labour organizations is by any means a universal rule in such cases. The Board added that 'certain large employers of labour have refused and continue to refuse to recognize



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any labour organization, and transact their business with individual employees or committees representing them. In the present instance the Board consider that it ought to be left to the judgment and discretion of the Company as to how far it will officially recognize an organization having its central authority outside the province and largely under the control of interests that may be at some time in acute competition with the interests of the Company.'

With reference to the second point of the reference to the Board regarding the method of determining the standard weight of a box of coal the Board advised that 'Section 22 of Chapter 8 of the Nova Scotia Acts of 1908 provides a method by which any existing system of weighing can be changed or modified by arbitration and this Act is enforceable by penalties. It seems clear to your Board that this constitutes a much more effective method of remedying any grievance than any mere empty recommendation of a Conciliation Board.'

On the question of the employees' claim for a schedule of rates the Board found that counsel for the employees was not disposed to press this branch of their claim 'inasmuch as it had already been dealt with by the Board presided over by Judge Patterson.' The Board was not disposed to differ from the general proposition that a **schedule of rates when practicable is eminently desirable**, but 'nothing,' it asserted, 'is clearer than that the Company is not now in a position to admit of any increase whatever in the cost of production.'

The Board did not think that the docking system is at present working unfairly or resulting in any palpable injustice to the miners. In some few sections of the mine owing to the character of the chutes, the Board said it is possible that the system now in vogue may in some instances work injustice. The most effective remedy, in the judgment of the Board, would be for the miners in those special districts to assume the care of the chutes through which they work. The Board recognized that it would be extremely difficult to apply to the whole mine the system of fines or docking, which would only be specially applicable to certain parts of the mine and not applicable to all. Instead of the present system the Board recommended 'that when a box contains 50 lbs. of stone, and not exceeding 75 lbs., a fine of 500 lbs. of coal be imposed. When it contains 75 lbs., and not exceeding 100 lbs., a fine of 1,000 lbs. of coal be imposed. When a box contains 100 lbs. or more of stone the box would be docked.'

## COMPANY'S STATEMENT.

During the inquiry the Company submitted a statement relating to its operations during a number of years past, which the Board considered of sufficient importance to embody in full in the report. This statement covers many pages and contains many important statistical calculations. The statement is headed 'Losses in Operation,' and is intended to show, as the opening paragraph indicates, 'that the Company cannot continue to operate under conditions which have prevailed for the past three years and four months is manifest from the statements which are herewith submitted.'

In the Company's statement it was claimed that deficits on its operations since 1906 amounted in the aggregate to \$299,690.17. The statement also sets forth the cost of the coal, the selling price and the difference between the same respectively since 1906. For the year 1909 (four months) the cost of coal is herein given as \$2.95 and the selling price \$2.50 per ton, being a net loss of 39 cents. 'There is no other operation in Nova Scotia,' the Company observes, 'where the cost of production is within 50 to 95 cents per ton of the foregoing figures, and it is plain that this Company is handicapped to such an extent with an abnormally high cost of mining and comparably low average selling price that to carry on in this untenable position will quickly result in disaster. There is no hope for the property under these adverse

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terms.' The statement also enumerates various accidents and other occurrences as being among its experiences during the past twenty years. 'Add to these disasters,' comments the Company, '22 strikes, and it must be admitted that in mining each year there are contingencies to provide for, the expense of which cannot be avoided. The contingent account in mining is never closed.'

The Board found that the accuracy of the figures given in this statement was not seriously called into question by counsel for the employees, and that indeed it is not likely that they are open to question. The leading purpose, it said, of the cross-examination by counsel for the employees was to show, if possible, that some of the losses in the operation of the mine were due to defects in management, but in the judgment of the Board not much that was definite in this regard was elicited, but even if this were so, it would not in the Board's view diminish in the slightest degree the gravity of the situation. 'Springhill is a town of some 6,000 or 7,000 people, which has been brought into existence almost entirely as the result of the mining operations of this Company and its predecessor. The closing of these mines would mean very largely destruction of valuation at Springhill and a great depopulation of the town. It would mean also a serious loss to the provincial revenues. Operations in this mine cannot be carried on as economically as in most of the mines in Cape Breton or even those on the mainland.'

'Under these circumstances it seems to your Board unreasonable and impracticable that the employees should ask or expect higher rates of remuneration under existing conditions. The price of coal has fallen in large and important contracts as compared with last year when a net loss resulted. The figures for five months of the present year indicate that the loss for 1908 is likely to be very much greater.'

'Under these circumstances, your Board cannot help recognizing that the only rational policy to be pursued by all parties concerned is one of conciliation and forbearance in order that this large and important industry may not be compelled to cease operations with most far-reaching and disastrous consequences to all, including the business men of the town. Heavy losses have been already entailed by twenty-two strikes which have exhausted the energies and wasted the resources of the Company. In the judgment of the Board, the present is not a time to agitate for changes, but rather a time a common effort should be made to improve the situation and secure the permanence of industry.'

In what the Board described as a careful review of the whole situation and all the surrounding circumstances attending the history of the mine during the past twenty-six years during which it has been under the control of the present Company, the Board expressed the view that it might tend to allay long-standing friction and secure a better state of feeling between the Company and the employees if a change could be made in the methods of management.

#### MANAGEMENT OF COMPANY.

'Your Board saw tokens during the somewhat lengthy investigation of the matters in dispute that unpleasant feelings, if not distinct hostility, existed between a large number of employees and the management. It would perhaps be invidious to attempt to place the responsibility for this, but the Board feel it their duty to bring this state of affairs to the attention of the directors of the Company in a formal manner by means of this report.'

'This Board recommends the directors to make a careful investigation into this unpleasant feature of existing relations with the hope that they may be able to adopt such a policy or make such changes as will prevent the possibility of these unfortunate conditions prevailing in the future.'

'Your Board, although conscious of having endeavoured to give their best consideration to all matters touching the welfare of both the Company and its employees,

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are yet painfully sensible that small results are likely to flow from any immediate recommendations they make, unless, indeed, it shall result in such a change in existing conditions as will obliterate the unfortunate consequences of long-standing differences.'

## NOTE BY MR. E. B. PAUL.

The foot note appended to the report and signed by Mr. E. B. Paul is as follows:

'With most of the facts stated in the above I concur, but in respect of some of the recommendations made, I feel compelled to dissent.

'1st. I think the recognition of local union No. 469 by the Company would result in allaying friction and tend generally to a better understanding between the management and the employees. I think the employees should have the right to organize under any conditions and regulations which suit them best. So long as such organization contains no provisions or obligations which conflict with our laws, provincial or general.

2nd and 3rd. I am not disposed to disagree with the recommendations in respect of these two items submitted to the Board. I believe in a schedule of rates, and that operations would be carried on more smoothly and satisfactorily if such were in operation at Springhill, as well as other coal mines in Nova Scotia, though I do not mean by this that higher rates should be imposed than are at present paid.'

## REPORT OF BOARD.

The text of the findings of the Board is as follows.—

In the matter of the Industrial Disputes Investigation Act and of the Cumberland Railway and Coal Company, Limited, employer, and certain employees, members of Local Union No. 469 of the United Mine Workers of America, employees.

The Board composed of Mr. E. B. Paul, M.P.P., representing the employees; Mr. Charles Archibald, appointed by the Minister to represent the Company, and Mr. Justice Longley, Chairman, met pursuant to notice at Springhill on the 22nd day of June, 1909.

The employees, Local Union No. 469, U.M.W., were represented by three men, Seamen Terris, D. C. Matheson and Chesley Betts.

The Company was represented by D. Stewart, assistant general manager; D. D. Mathews, assistant manager, and C. J. Allbon, official measurer.

The usual course was taken of suggesting an amicable adjustment of the difficulties between the parties concerned, but this proved entirely hopeless, the representatives of the Company stating that they were not prepared to accept in any form, any of the propositions propounded by the employees in their application for conciliation.

In making application for this Board of Conciliation four specific demands were made, as follows:—

1. Recognition of the union.
2. To determine the standard weight of a box of coal for the purpose of forming a basis from which the rate per ton shall be arrived at.
3. To establish a schedule of prices for all classes of work in and about the mines.
4. To establish a docking system.

While there are the special and specific matters which are to be considered and adjudicated upon by the Board, the circumstances surrounding the whole inquiry seem to require a general statement in order that the position should be fairly understood.



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Within the past two years three Boards of Conciliation have previously been appointed to make and have made investigations as to the difficulties between this Company and their employees, and issues involved in some of the matters now submitted for our consideration have already been more or less investigated and reported upon by previous Boards, but under circumstances somewhat differing from those now existing. In the case of the Board of which Mr. Justice Graham was Chairman which held inquiries in May and July, 1907, the parties appeared before the Commission without counsel and consequently without that searching and complete inquiry which could be reached when experienced advocates were employed to prove matters fully. Subsequent to the report made by Mr. Justice Graham and his associates a long strike took place, continuing for thirteen weeks until October, 1907.

During the progress of the strike a Board of Conciliation consisting of Judge Patterson, Mr. P. S. Archibald and Mr. R. R. Murray was appointed, and after making some progress the Company declined to go on with the matter, on account of the continuance of the strike, and Mr. Archibald withdrew from the Board. The strike, as far as this Board has been able to gather, resulted in failure on the part of the strikers, and they resumed work, and immediately after the Company issued a general order by the general manager on or about the 26th of October, in the following terms:—

‘The men may resume work on the distinct understanding that they must abide by the award of the Board of Conciliation and that there cannot be any increases in wages in the district covered by the award now or later. The president and directors of this Company are firm in their determination, as they have been all along, that the men must return under exactly the same terms and conditions as existing when they quit on the 31st of July against the ruling of the Board of Conciliation. The Company cannot afford to make, and will not make, advances on the abnormally high rates now being paid. The cost of production must not be increased. Let this be plainly understood, and the men can go back to work.’

Shortly after resuming work on November 21, 1907, the employees applied for a further Board of Conciliation and Investigation to adjust differences between the Company and their employees, Judge Patterson, Mr. Hiram Donkin and Mr. R. B. Murray constituting such a Board, which met on the 8th of January and heard evidence and reported on the 18th of January. On this occasion, the Company was wholly unrepresented, and did not appear before the Board, and a report was sent in by the Board based entirely upon such evidence and representations as were submitted by the employees.

When this Board met on the 22nd of June no counsel appeared as has been already represented, and the employees had declined up to that time to have counsel heard. But after spending some hours in presenting their case and finding the Company present and prepared to go into all matters now submitted for consideration, the representatives of the employees concluded that it would be necessary to have counsel in order to properly submit their case, and an adjournment was asked in order that counsel might be obtained and instructed. On meeting again on the morning of the 23rd., Mr. C. R. Smith, K.C., of Amherst, appeared on behalf of the employees, and asked for a further adjournment of one week in order that he might have ample opportunity to prepare himself for the due and effective presentation of the case on behalf of the employees. Mr. H. McInnis, K.C., of Halifax, appeared then as counsel for the Company, and agreed to this proposition of adjournment. The Board accordingly adjourned until Thursday, the 1st day of July, when it resumed meeting at 2 o'clock p.m. The whole case was then thoroughly submitted in ample form. Witnesses were produced on both sides and subjected to thorough cross-examination, and this Board is of the opinion that the matters in dispute between the employer and

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employees, some of which are of long standing, have been more completely and satisfactorily probed than on any of the previous occasions.

(1) *Recognition of the U. M. W. of A.*

The first matter to which the Board had its attention directed was a demand on behalf of Local Union No. 469 to receive recognition by the Company as a labour organization embracing the greater number of its employees. The circumstances as submitted to the Board are as follows: Since 1879, Pioneer Lodge of the Provincial Workmen's Association has been in existence at Springhill. Some intimation was made in the course of the evidence that for a period of a year or two this lodge was not in regularly organized existence but practically for thirty years this was the recognized labour union at the mines. Subsequently Mechanics' Lodge was also organized at Springhill under the auspices of the P. W. A., and the two lodges containing different classes of men were the recognized labour unions in connection with this mine. The organizations were officially recognized by the Cumberland Railway and Coal Company practically during all the period in which the Company has been operating the mine, for twenty-six years.

In the last days of 1908 the Pioneer and Mechanics' Lodges ceased to exist.

By a referendum vote it was determined by a large majority to cease to work under the P. W. A. and to affiliate with the United Mine Workers of America, and immediately after Local Union No. 469 was organized, and so far as the evidence goes it already embraces 1,000 or 1,200 of the employees of the mines. Upon its formation official notification was sent to the general manager of the C. R. & C. Company announcing the dissolution of Pioneer and Mechanics' Lodges and the formation of Local Union No. 469, U. M. W., and demanding recognition.

On the 15th of January, 1909, the general manager in reply intimated that he was advised that litigation has been begun at Sydney by the Grand Council of the P. W. A. in reference to the affairs of Pioneer Lodge, and until advised as to the result of the litigation the Company merely acknowledged the receipt of their communication.

In April, 1908, the local union made a long representation to the general manager of the Company asking for a meeting with the management to discuss the situation and thereby avoid friction. The general manager declined to receive any deputation from the union, but did receive a delegation from the miners who, while really a committee from the local union, did not declare themselves as such, and business was transacted with this delegation.

On behalf of the employees it was urged that the constitution and by-laws of the United Mine Workers was better adapted for the purposes and interests of an organized body of miners than the Provincial Workmen's Association; that its methods of working were more favourable to pleasant relations between the management and the men, and the sundry advantages derived from connection with a body having a large membership extending over various portions of the continent of North America. It was also claimed by the employees that men employed in any large mining enterprise had a perfect right to choose for themselves what form of organization they should adopt.

To this the Company reply that they are prepared to receive individuals or committee of the employees in all matters pertaining to employment; that no man or men have been refused a hearing by the board of management unless they came as a committee from the local union of Mine Workers.

The Company contends that it should not be required to encourage and help support a foreign labour organization, the main body of whose members are working to produce coal to supplant Nova Scotia product in Canadian markets the demoralization of its business and possible annihilation of its property. The Company further

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say that owing to the depression in the United States last year and this, a determined effort has been and is being made by American operators to capture the St. Lawrence trade and large quantities of American coal have been sold to the extent of depriving Nova Scotia companies of their rights in important Canadian markets. The result of this intrusion is to make local competition in the province keener and depreciate values to such a degree as to either compel Nova Scotia operators to cease producing or force them to make a reduction in wages. The cost of producing coal in the United States is only one-third of the cost of putting coal f.o.b. cars in the deep mines and heavy pitching seams on the mainlands of Nova Scotia, and the result, if this invasion continues will be that Nova Scotia operators will either close down or the cost of production be reduced.

Objection is also made by the Company to the fact under the constitution of the U. M. W. all employees of the mine must become members of the same, except those having power to hire or discharge men, and under this provision their underground managers and all other officers in connection with the management of the Company, including examiners, will have to belong to the union, whereas under the provisions of the P. W. A. only those occupying non-official positions in the mines were eligible, the advantage of which latter provision is that the officials being apart from the union are in a position if necessary to fire the boilers, operate pumps, fans, engines, &c., make necessary repairs and guard the property of the Company and Crown until work is resumed in the case of a strike. It is claimed that the P. W. A. is under the legislative control of the Province, while the U. M. W., as a body, have neither standing nor property in Canada and are not under legislative control.

The Board has given due consideration to the representations made on both sides in this matter with a view of suggesting such action as will be most mutually advantageous to both parties and to the interests of the industry in general.

It is quite possible that recognition of Local Union No. 469, U. M. W., by the C. R. & C. Company would at the present moment remove one unpleasant source of friction between the parties. It is, however, by no means clear to your Board that any right exists on the part of the Department of Labour to enforce upon any company operating a mine or any other industrial enterprise a compulsion to give official recognition to any labour organization formed among its employees. Undoubtedly, under certain circumstances, such a recognition results in convenience of various kinds in the transaction of the delicate relations which must always subsist between employer and employees in enterprises involving large numbers of the latter. From all the information which your Board has been able to obtain, however, it does not appear that such recognition is by any means a universal rule in such cases. Certain large employers of labour have refused and continue to refuse to recognize any labour organization and transact their business with individual employees or committee representing them.

Section 26 of the Industrial Disputes Investigation Act provides 'that the Board's recommendation shall deal with each item of the dispute and shall state in plain terms, &c., what in the Board's opinion ought or ought not to be done by the respective parties concerned.'

In the present instance, this Board does not feel, under all the circumstances, that it ought to definitely express an opinion that the Company should recognize Local Union 469 of the U. M. W. It may or may not be desirable that the Company should do this, but it seems to your Board that in view of the representations made it would be exceeding the just limits of its functions to express any definite opinion as to what the Company ought to do in this regard. We think it ought to be left to the judgment and discretion of the Company as to how far it will officially recognize an organization having its central authority outside the province, and largely under the control of interests that may be at some time in acute competition with the interests of the Company.



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(2) *To Determine the Standard Weight of a Box of Coal for the Purpose of Forming a Basis from which the Rate per Ton Shall be Arrived at.*

The counsel representing the employees intimated that this matter having been dealt with fully and presumably satisfactory to the men in the report of the Board of Conciliation of which Judge Patterson was Chairman in January, 1908, they did not desire to re-open the matter. The Company declined to accept this view, the matter having been raised distinctly by the employees in their request for a Board of Conciliation and the report made by Judge Patterson and his associates having been based entirely upon ex parte testimony which did not fully and fairly present all sides of the question, they desired to avail themselves of the present opportunity of having the matter thoroughly investigated in order that a more just and satisfactory presentation of the case be made to the Department.

The Board deeming it in every way desirable that these long-standing matters of difference between the parties should be subjected to the fullest inquiry concurred in the view, that evidence could not be properly excluded, and therefore they permitted the Company to state its case fully and hear all that could be urged in support of the contentions of the employees as embodied very fully in the report of Judge Patterson and his associates in January, 1908.

The history of the relations between the parties in this regard are fully set forth in the statement made by the Company and attested to under oath by one of its officials. As it seems impossible to condense this statement, it is submitted in full. The only additional light thrown by the employees in respect of this statement is that it was not accepted by the members of Pioneer Lodge, although assented to and signed by the Grand Master and Grand Secretary of the P. W. A.

## STANDARD WEIGHT OF A BOX OF COAL.

The agreement existing concerning filling of mine cars or boxes from the 13th of January, 1893, is as follows:—

Memo. of agreement made this 13th day of January, 1893, between the management of the Cumberland Railway and Coal Company and those employed in the Springhill Collieries of said Company, in respect of filling of boxes.

1. That all boxes be properly filled level full at the face.
2. That the management see that all boxes are properly filled level full at the face.
3. That the 'sender' or 'senders' of any box or boxes the contents of which are below six inches of level full on reaching the bank be fined 20 cents for short measure for each box.
4. That the bankhead foreman and checkweighman determine all deductions for short measure.
5. That this agreement be adhered to until scales are placed on the bankheads.
6. That this agreement be registered in the Commissioner of Mines Office, Halifax, N.S.

On behalf of the management,

(Sgd.) ALEX. McINNES, Manager.  
C. HARGREAVES, Assistant Manager.  
A. D. FERGUSON, Underground Manager No. 1.  
M. BLUE, Underground Manager No. 2.  
W. D. MATTHEWS, Underground Manager No. 3.

On behalf of the employed,

(Sgd.) JAMES MURPHY,  
JOHN FLETCHER,  
MATTHEW MCPHERSON,  
JOHN McVICAR,  
THOMAS PIGOTT,  
Committee of Pioneer Lodge.

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This undertaking, refiling of mine cars, covers a period of fifteen years.

In accordance with this agreement, on each underground examiner's report the following query is to be found:—

'Are all places worked to best advantage for large coal and mine cars filled level full at the faces and chutes?'

#### SCALES.

Pioneer Lodge, No. 1, P.W.A., made a demand, March 2, 1907, for scales, as follows:—

The above lodge demands the weigh scales placed on the banks of Nos. 2 and 3 slopes of Springhill Collieries, without delay.

(Sgd.) EDWARD BRADLEY, Conv.  
WM. WATKINS, Secy.

To J. R. COWANS, Esq.,  
General Manager.

Replied to, viz.:—

Springhill, N.S., March 13, 1907.

WM. WATKINS, Esq.,  
Secy. Pioneer Lodge No. 1, P.W.A.,  
Springhill, N.S.

Dear Sir,—Referring to your notice of the 2nd inst., for weigh scales, I would advise you that scales will be installed on both bankheads as requested, with as little delay as possible.

Yours very truly,

(Sgd.) J. R. COWANS.

Another communication from Pioneer Lodge, as follows:—

Springhill, N.S., March 16, 1907.

J. R. COWANS, Esq.,  
General Manager.

DEAR SIR,—I beg to inform you that the above lodge demands the scales installed on No. 2 and 3 banks by June 1, 1907.

Believe me, yours faithfully,

(Sgd.) EDWARD BRADLEY,  
Conv. Management Committee.

Accordingly, weigh scales were installed during the strike of 1907, and duly inspected on the 12th of November, 1907, by Mr. J. J. Chisholm, Assistant Government Inspector of Weights and Measures, and certificates of inspection posted in each weigh house. The check weighmen were invited to take their places in scale house and check the scale weights. For some reason or other they failed to do so.

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On the 16th November, 1907, the members of Pioneer Lodge were requested, viz.:

Springhill, N.S., November 16, 1907.

WM. WATKINS, Esq.,

Secy. Pioneer Lodge, No. 1, P.W.A.,

Springhill, N.S.

Dear Sir:—

*In the matter of Scale.*

In order to prevent any possibility of dispute regarding weights if your check weighmen do not check scale weights, the Company will put on sworn weighers immediately.

Yours very truly,

(Sgd.) J. R. COWANS.

No notice was taken by Pioneer Lodge or check weighmen, and certified, sworn weighers were brought from Halifax, to check and certify to all gross and tare weights from the 21st to 30th November, inclusive.

The members of Pioneer Lodge or miners were particularly requested to come together and agree between themselves to name a date or dates covering the nine days between and including the 21st and 30th of November, to reach the standard average weight of contents of mine cars at each mine, with a notification that if the miners did not interest themselves in the proposed change of their own demand, the Company would take it for granted that the miners were satisfied that the total returns for the nine days above mentioned should be taken to arrive at a standard base weight at each mine.

The gross and tare weights were computed by weighers checked by office staff, rechecked and affirmed on oath by sworn weighers.

Further, in order that there might be no question as to the accuracy of the weights, during the every day practice of nine consecutive days' hoisting, an independent audit was made on the weights by competent accountants outside the Company's service altogether, and these returns fixed the base weights rate at No. 2 mine of 1,843 lbs., and at No. 3 mine 2,009 lbs., as per following statement of independent audit:—

Weights of coal raised from the Cumberland Railway and Coal Company's mines Nos. 2 and 3, from November 21 to 30 inclusive, 1907, exclusive of coal loaded on Company tallies by Company hands.

## No. 2 MINE.

Date.	Number Loaded Mine Cars.	Gross Weight.	Number Empty Mine Cars.	Weight Empty Mine Cars.
November 21.....	964	2,676,225	92	85,050
" 22.....	1,146	3,169,425	85	78,675
" 23.....	1,030	2,853,400	54	49,800
" 25.....	1,118	3,087,225	53	48,725
" 26.....	1,133	3,144,250	116	106,750
" 27.....	615	1,699,200	99	91,350
" 28.....	1,201	3,306,325	80	72,973
" 29.....	1,231	3,389,475	32	29,150
" 30.....	1,094	3,019,925	3	275
	9,532	26,345,450	614	565,225

Total gross weight, lbs. . . . .	26,345,450
Average gross weight mine car. . . . .	2,764
Average weight empty mine car. . . . .	921
Average net weight per mine car. . . . .	1,843



## No. 3 MINE.

Date.	Number Loaded Mine Cars.	Gross Weight.	Number Empty Mine Cars.	Weight Empty Mine Cars.
November 21.....	938	2,778,050	70	65,650
" 22.....	836	2,463,659	49	47,050
" 23.....	911	2,703,175	37	35,425
" 25.....	1,070	3,154,425	66	61,975
" 26.....	947	2,801,500	140	133,775
" 27.....	524	1,536,450	52	49,175
" 28.....	1,156	3,423,475	70	67,675
" 29.....	1,144	3,397,300	33	31,400
" 30.....	932	2,769,125	9	8,725
	8,458	25,027,150	527	500,850

Total gross weight, lbs. . . . . 25,027,150

Average gross weight per mine car. . . . . 2,959

Average weight empty mine car. . . . . 950

Average net weight per empty car. . . . . 2,009

We hereby certify that we have verified all the figures shown above, and the average net weights are correct.

(Sgd.) E. B. FAIRBANKS,  
Manager Canadian Bank of Commerce.

J. H. TURNER,  
Manager Bank of Nova Scotia.

F. G. MOREHOUSE,  
Principal Public Schools.

Springhill, N.S., December 18, 1907.

I certify that the attached is a true copy of statement compiled by Messrs. Fairbanks, Turner and Morehouse of weights of coal raised from Nos. 2 and 3 mine, November 21 to 30, inclusive, 1907, and empty mine cars.

(Sgd.) D. STEWART.

Declared before me at Springhill, in the county of Cumberland, this 19th day of December, A.D. 1907.

(Sgd.) JOHN M. HUNTER, J.P.,  
County of Cumberland.

Important notice to miners was posted, viz.:—

IMPORTANT NOTICE TO MINERS.

Commencing to-day, the 2nd December, miners of their own demand will fill by the ton instead of by measure.

Please remember that properly filled mine cars will net profitably to the sender on the scales, and load accordingly.

Instruct your loaders not to send short filled cars.

By order,

(Sgd.) C. HARGREAVES,  
Manager.

Springhill, N.S., December 2, 1907.

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To pave the way for an amicable settlement the members of the lodge were addressed as follows:—

SPRINGHILL, N.S., December 2, 1907.

WM. WATKINS, Esq.,

Secy., Pioneer Lodge, No. 1, P.W.A.,  
Springhill, N.S.

DEAR SIR,—As requested by the members of your lodge, weigh scales were installed on the banks of Nos. 2 and 3 mines, and duly inspected on the 12th of November, 1907, by Mr. J. J. Chisholm, Assistant Government Inspector of Weights and Measures, and certificates of inspection hung up in each weigh house.

On the 16th ult., you were requested, viz.:—

‘In order to prevent any possibility of dispute regarding weights, if your check weighmen do not check scale weights, the Company will put on sworn weighers immediately.’

As your check weighmen did not take their places in the weigh-house, sworn weighers were put on, and have checked and certified to all gross and tare weights from the 21st to 30th of November, inclusive.

It is the desire of this Company that the change from payment by measurement to payment by weight be made in actual practice to avoid unnecessary friction, and also to conform with the terms of the Company's ultimatum, under which the men resumed work after the recent strike.

The Company, therefore, asks the miners to agree amongst themselves and name one, two, three or more work days between and including the 21st to the 30th ult. to arrive at a standard basis of the average contents of mine cars. The average net weights of the day or days selected by the miners during the period when sworn check weighers certified to gross and tare weights to be fixed as a standard at both mines from which to establish base rates to change from payment by measurement to payment by weight.

The Company considers that to make the change in actual practice is the fairest and most liberal treatment that can be accorded its miners in this matter.

If the miners do not consider the question of the change made at their own demand and choose the days for computation by which the results duly certified may be obtained, the Company will take the total returns during the period named and arrive at a standard base weight at each mine, certified and affirmed on oath.

It will be necessary for the miners to decide upon dates during the term of sworn inspection, not later than the 6th inst., in order to make up the accounts.

Yours very truly,

(Sgd.) J. R. COWANS.

The matter stood in abeyance for some time, when the managing committee of Pioneer Lodge suggested to the management that a box of coal be tested from each mine.

The committee was addressed as follows, on this proposal:—

Springhill, N.S., February 20, 1908.

Messrs. MCPHERSON, *et al*,

Committee, Pioneer Lodge, No. 1, P.W.A.,  
Springhill, N.S.

SUBJECT—SCALES.

DEAR SIRS,—As to your proposal that we test a box of coal from each mine, I would advise that we had an experience in respect to filling of boxes in 1893, and it was far from satisfactory. In the first place, the box or car referred to was indiffer-

ently filled. Then the driver made his way to the bottom of the slope with the car at a gait which was calculated to shake the contents down as low as possible in transit. Everybody's hand seemed to have been against this box, with the result that it arrived on bank six inches short of level full. Any practical miner will admit that a box properly loaded level full at the face will not shrink six inches in transit to bank with any kind of fair treatment. We have no intention of making further tests of this sort.

But the matter of scales is not a subject for test, but one of practice.

The understanding was when scales were placed on the bankhead at the demand of the men that the change be made without additional cost to the Company. In other words, the Company and miners were to change from payment by measure to payment by weight in the average weight of contents of mine cars in actual practice.

The lodge was asked to send check weighmen to check the weights, and its failure to do so compelled the Company to put on sworn weighers.

Nine consecutive working days output was taken and the average return fixed the standard weight at each mine.

The Company considers the subject disposed of fairly and finally, but, in order to show the men that it deals equitably and to disabuse the minds of all concerned of any intention to take an undue advantage in the matter of change from payment by measure to payment by weight, is willing to give the miners another opportunity of selecting days' output to arrive at a standard for each mine.

As all coal has been weighed since November 21 to date, inclusive, the Company suggests that the miners do respectively entreat His Honour the Lieutenant Governor of Nova Scotia to select for them any number of working days during his term to compute the average weight of contents of mine cars, both mines, and thus determine the standard weights, providing of course that such results finally dispose of the question, and that there will be no appeal from the conclusion later.

If the miners do not avail themselves of this opportunity the standard weights fixed by nine consecutive days' hoisting under sworn inspection will stand.

The above offer is for immediate acceptance.

Yours very truly,

(Sgd.) J. R. COWANS,

Again, the Company, in its desire to dispose of the matter amicably, suggested that Premier Murray select the dates.

The open letter in the press read as follows:—

The Company says, 'Let Premier Murray select the dates.'

TO THE EDITOR OF 'THE TRIBUNE,'  
Springhill, N.S.

DEAR SIR,—When I was in Halifax last week the officials of the Mines Department made inquiries about standard weights. I went over with them, what they were already familiar with, as to how the official tests had been conducted, and further stated to them, a fact of which they were not aware, and that I had made the men the following offer:—

Springhill, N.S., Feb. 20, 1908.

'As all coal has been weighed since the 21st November to date inclusive, the Company suggests that the miners do respectfully entreat His Honour the Lieutenant Governor of Nova Scotia to select for them any number of working days during this term to compute the average weight of contents of mine cars both mines and thus determine the standard weights, providing of course that such results finally dispose of the question and that there will be no appeal from the conclusion later.



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'If the miners do not avail themselves of the opportunity the standard weight fixed by the nine consecutive days' hoisting under sworn inspection will stand.'

I pointed out, what is the fact, that clauses 1 and 2 of the agreement of the 13th January, 1893, on file in the Mines Office in reference to the method of filling boxes had not been changed. The clauses of the agreement are:—

1. That all boxes be properly filled level full at the face.
2. That the management see that all boxes are properly filled level full at the face.

We now make this further offer: That the Honourable Mr. Murray, the Premier of the province, should select on behalf of the men any day or days or the whole of them from the 15th November to date, March 26, to arrive at a base weight at each mine. The question is so simple that it should resolve itself. There is so much coal hoisted in so many cars. Divide the number of cars into the total weight of coal, and the result is the average weight of contents of cars—and standard weight for each mine.

The Company pays out the same amount of money distributed over the senders of cars. Miners who load full measure make a gain on each car. Miners who load slack and below the standard show loss. The scales and not the Company tell the miner how he is loading, the difference is between loading by measure and by weight, and the miner who loads well earns well, as he is paid for all he fills.

(Sgd.) J. R. COWANS,  
General Manager.

Cumberland Railway and Coal Co.

Springhill, N.S., March 30, 1908.

But all to no purpose; the members of Pioneer Lodge would not consent to change from payment by measure or box to payment by weight in practice, as was understood when the demand for scales was made.

The question remained *in statu quo* until Grand Master McNeil and Grand Secretary Moffatt came to Springhill on behalf of the men to discuss with the management the possibility of arriving at a standard weight satisfactory to all parties.

Present at meeting, Saturday, April 4, 1908: John Moffat, S. B. McNeil, Kent Foster, Daniel Ross, Duncan Blue, Alex. Wilson, Alex. E. McPherson, Samuel D. Beaton, grand officers and committee Pioneer Lodge; and J. R. Cowans, C. Hargreaves, W. D. Matthews, W. Lorimer, D. McSaveney, C. Allbon, D. Stewart, company management.

Mr. Moffatt insisted that the only means of settlement which would satisfy the men was to dump coal from mine cars on bankheads and reload with shovel cars level full and weigh for standard.

The management contended that the standard weights were determined by sworn weighers and independent audit weights by competent outside accountants and fixed.

After a lengthy conference, nothing was settled, but an appointment was made to meet the grand officers and committee again Monday at 10 o'clock. Monday, Grand Officers McNeil and Moffatt and Alex. E. McPherson, convener of committee, came down to the office as agreed.

The management offered and asked that Grand Master McNeil go to the scales on one bankhead for one hour and Grand Secretary Moffatt on the other bankhead, weigh contents of mine cars as they passed over the scales and fix a standard each mine themselves according to the average weights of an hour's run or more each mine at their option. Grand Officers McNeil and Moffatt declined the offer, but were willing to take a number of mine cars loaded level full of dry coal on the bank at each mine for a standard weight as the men desired. This the management assented to with an earnest desire to dispose of the question to the satisfaction of the men.

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On the way to the bankhead, Messrs. McNeil and Moffatt were asked to take charge of the proceedings, select any rake or run of coal that they might consider a fair sample of the run of the mine, order the cars stopped and the contents dumped on the floor, reloaded by shovel level full, contents weighed and cars retared, to arrive at standard weight both mines.

On arrival at No. 2 bankhead, Messrs. McNeil and Moffatt, after consultation with check weighman, decided to weigh coal of certain tallies, said to be the lightest in the mine. The management offered no objections. They set aside two rakes of their own accord set aside the cars containing wet coal, selected 13 cars of dry coal, had contents dumped on the coal floor, cars reloaded by members of Pioneer Lodge, with shovels, level full, and the tops of the cars planed with a straight edge so that no coal would stand above the sides. These cars were then weighed by the grand officers and convenor of committee, coal dumped, and cars tared by them also. The same method was adopted on No. 3 bankhead.

The grand officers and convenor of committee took the matter in hand, selected cars containing dry coal only, had coal dumped on the floor, cars refilled with shovels, and every precaution taken that no coal was loaded above the sides of the cars. Took gross and tare weights themselves, and the same afternoon computed weights and fixed standard at No. 2 at 1,907 and No. 3 at 1,908. Mr. Stewart, assistant to general manager, checked weights on behalf of the Company.

All the papers in this connection are attached.

SPRINGHILL, N.S., April 4, 1908.

Meeting, committee Pioneer Lodge with Grand Officers McNeil and Moffatt and Company management.

John Moffatt, S. B. McNeil, Kent Foster, Daniel Ross, Duncan Blue, Alex. Wilson, Alex. E. McPherson, Samuel D. Beaton, grand officers and committee Pioneer Lodge, and J. R. Cowans, C. Hargreaves, W. D. Matthews, W. Lorimer, D. McSaveney, C. Allbon, D. Stewart, Company management.

MR. MOFFATT.—*Re* difficulty scales and schedules.

SCALES.—Dump coal from cars on bank and load cars level full and weigh for standard.

COMPANY.—The whole question is, we contend and prove by scales, that the standard is right. The men contend that the cars are overloaded.

The foregoing memos. were made by me at and during time of meeting between committee of Pioneer Lodge, Messrs Moffatt and McNeil of the P. W. A. and officials of the Company on Saturday, 4th April, 1908.

(Sgd.) D. STEWART.

No. 2 mine.—Tally 32, 1,875; 32, 1,825; 9, 1,825; 32, 1,775; 54, 1,825; 9, 1,825; 9, 1,725; 47, 1,875; 47, 1,775; 37, 1,725; 49, 1,925; 49, 1,825; 54, 1,775. Total, 23,575.  
Add 13,000 lbs. on beam for gross.

(Sgd.) D. STEWART,  
" JOHN MOFFATT,  
" S. B. MCNEIL.

April 6, '08.—

No. 2 mine, tares, 900, 900, 900, 900, 950, 900, 925, 900, 900, 925, 900, 875, 900.  
Total, 11,775.

(Sgd.) D. STEWART,  
" JOHN MOFFATT,  
" S. B. MCNEIL.

April 6, 1908.—

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23,575
13,000
<hr/>
36,575
11,775
<hr/>
1,324,800 (1907)

## No. 2 MINE.

Alex. E. McPherson, convenor of Pioneer Lodge committee, was present when weighing was done. Moffat sat in chair directly in front of scales dial. McPherson and myself on either side and McNeil directly behind Moffatt. We carefully weighed, read over weights, and signed each others slips; that is, Moffatt, McNeil and myself. Scales balanced perfectly at zero before weighing of loaded and empty cars.

(Sgd.) D. STEWART,

Springhill, N.S., April 6, 1908.

No. 3 mine, car numbers.—1, 1,950; 2, 1,850; 3, 1,725; 4, 1,800; 5, 1,850; 6, not weighed; 7, 2,000; 8, 1,950; 9, 1,975; 10, 1,925; 11, 1,975; 12, 2,025; 13, 1,925; 14, 1,975. Total, 24,925.

(Sgd.) D. STEWART,  
 " JOHN MOFFATT,  
 " S. B. MCNEIL,

April 6, '08.

No. 3 mine, tares.—1, 950; 2, 951; 3, 850; 4, 975; 5, 925; 6, not weighed; 7, 925; 8, 950; 9, 900; 10, 925; 11, 975; 12, 975; 13, 925; 14, 950. Total, 12,175.

(Sgd.) D. STEWART,  
 " JOHN MOFFATT,  
 " S. B. MCNEIL,

April 6, '08.

24,925
13,000
<hr/>
37,925
12,175
<hr/>
1,325,740 (1908.)

## No. 3 MINE.

Alex. E. McPherson, convenor of Pioneer Lodge committee, was present when weighing done, also James Matthews as well as Moffatt, McNeil and myself; same procedure as at No. 2.

Scales balanced perfectly at zero before weighing of loaded and empty cars. Ball on beam at 1,000 lbs. to facilitate weighing, as dial alone has not capacity to indicate gross weight.

(Sgd.) D. STEWART,

Springhill, N.S., April 6, 1908.

Every effort was made by the Company to effect the change fairly and amicably, and to arrive at standard average weight of contents of mine cars in ordinary prac-



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tice. The Company offered to take the average weight of nine consecutive days hoisting each mine, either one or more of all the days at the men's option from November 21 to 30 inclusive, 1907, when all coal was weighed by sworn weighers.

Then the Company suggested to the miners to respectfully ask His Honour the Lieutenant Governor of Nova Scotia to select any number of working days during the term when sworn weighers were engaged to average weights of contents of mine cars and determine standard weights.

Then, again, the Company further offered that Premier Murray be requested by the men to select any day or days from the 15th November, 1907, to March 26, 1908, a period of four months and eleven days, to arrive at the average standard weight of contents of mine cars.

No notice was taken of any of these offers of the Company to the men to dispose of the questions at issue, and it remained for the Grand Officers McNeil and Moffatt to come to Springhill to learn from the men that the only means of settlement which would satisfy them was to dump coal from cars on bank, load some cars level full, weigh contents and average for standard. All this was done to the satisfaction of the grand officers who fixed standard at No. 2 as 1,907 and No. 3 at 1,908, and these fixed weights have been in effect since April 9, 1908. This closed the matter definitely. Miners have since accepted their pay without demur.

### (3) *Schedule of Rates.*—

As already intimated, the counsel for the employees was not disposed to press this branch of their claim, inasmuch as it had already been dealt with by the Board presided over by Judge Patterson. Evidence, however, was given on behalf of the employees in respect of this schedule, and this Board deems it necessary to deal with the matter fully.

The arguments put forward on behalf of the employees is that a schedule of rates is desirable, as it tends to prevent misunderstanding and enables each workman, even though previously inexperienced in respect to the computation of payments, to understand in advance precisely what he is to receive for any given work. Evidence was given that such a schedule of rates is in operation in other mines with satisfactory results. The employees submitted a schedule of rates which they desired the Company to consider, not necessarily to adopt in precise terms the rates set forth in such schedule, but to make it the basis of consideration and discussion with the Company with a view of agreeing to such rate as would be mutually satisfactory. The schedule submitted was substantially the same as that which had been submitted to Judge Patterson and in the main approved by that Board.

The Company upon being notified of the findings of Judge Patterson's Board promptly declined to accept the same, upon the ground that the adoption of such a schedule would result in a substantial increase of wages which the Company could not accept owing to the fact that it was already losing money and because it was in violation of the terms under which the men resumed work on the 28th of October, 1907, which have been already quoted. In the statement of the conditions of re-employment it was emphatically stated: 'The Company cannot afford and will not make any advances in the abnormally high rates now being paid.'

The Company maintain that there is and has long been in operation a schedule of rates at the Springhill mines which were in operation on the 28th of October, 1907, and which have been recognized and accepted ever since. It is quite true that this schedule is not absolute nor fixed in all particulars, but it is claimed by the Company that a fixed schedule of rates in Springhill is unworkable. With thick and thin seams of more or less varying nature, with irregular dips of the measures, local disturbances of faults and heavy superincumbent pressure, it is impossible to arrive at a fixed scale of wages for such variations in the conditions under which the mines

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are operated. Rates as fixed are entered and appear on the payrolls, and every man's rate is given in his monthly statement.

Where conditions are exceptional or appear to be, men make demands on the Company for extra considerations, many which are not always supported by existing conditions. A schedule would leave unsettled so many rates to be covered by local conditions and ability and willingness of the men that it would be almost worthless.

That the absolutely fixed rate would be impracticable is fairly apparent from clause 55 of the schedule of rates now submitted, which declares, 'change in the state of coal, faults and other unusual conditions to be dealt with as they arise.'

Notwithstanding the fact that a fixed schedule of rates seems under the circumstances to be extremely difficult to obtain, the Board are not disposed to differ from the general proposition that a schedule of rates when practicable is eminently desirable, and they would have been glad if the Company could have been induced to consider the scale submitted with a view of so modifying its claims as to make it conform to the condition that there should be no increase in the wages now and hitherto paid, but this the Company did not seem disposed to do.

To adopt the present schedule seems to this Board to be out of the question, as it was stated openly by the solicitor for the Company that its adoption would involve an increase of 40 per cent on wages paid to those working underground and 28 per cent to those working overground. Nothing is clearer than that the Company is not now in a position to admit of any increase whatever in the costs of production.

(4) *To establish a Docking System.*—

The system of fines and docking stone existed in the working of Springhill mines dating back to 1890. Its introduction led to a strike which lasted nine weeks, at the conclusion of which an agreement was entered into between the Company and a committee of Pioneer Lodge in which the following clause appears: 'Respecting the agreement in the matter of stone dockage it is agreed that the maximum of stone be twenty-four pounds per box. If over twenty-four pounds a fine of 20 cents to be imposed, and if over forty-five pounds the box to be forfeited.'

This system remained in force for ten years, when at the instance of Pioneer Lodge a rearrangement of rates for docks and fines was submitted to a local board of arbitrators formed by mutual agreement between the Company and the lodge, who, on September 21, 1900, determined as follows: 'All boxes containing 60 pounds of stone or upwards to be docked. All boxes containing 40 pounds of stone or upwards to be fined 20 cents.' This system has been in operation ever since.

The men now ask and desire a modification of the system upon several grounds. First, that owing to the conditions prevailing in certain parts of the mine, the amount of stone incurring a fine and dockage is too small. Second, that the docking system itself works in some instance injustice. Third, that as the operation in many parts of the mine is conducted through chutes, the timbering of which is liable to get out of repair and lead to the falling of stone, that men are liable to be docked for stone in the boxes and cars for which they are in no way responsible. Fourth, that the Company's screens have been changed from  $\frac{3}{4}$ -line screen to  $\frac{1}{2}$ -inch mesh, which discovers more small stone.

Evidence was given of some instances in which men were docked for a large proportion of cars sent up within a given period, and their remuneration for their labour thus reduced to an extremely small amount. A table was submitted containing a statement of the docks and fines imposed in No. 2 and No. 3 slopes respectively in the years 1906, 1907, 1908, which is herewith attached.

Docks and fines for 1908 represent approximately 21,000 tons of coal, and after making liberal allowance for the actual weight of stone found in the boxes, the Company will have appropriated some 20,000 tons of coal, which, if paid for, would repre-

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sent at least \$8,500 additional wages to the miners, in respect of this coal that they have been compelled to mine for nothing.

No. 2 Slope.	1906.		1907.		1908.	
	Docks.	Fines.	Docks.	Fines.	Docks.	Fines.
January .....	261	142	116	57	273	320
February .....	203	118	204	91	223	375
March .....	237	174	184	141	237	218
April .....	151	79	254	182	231	211
May .....	125	36	267	174	404	308
June .....	59	46	150	155	418	348
July .....	113	62	188	142	282	190
August .....	111	98	Strike.		329	193
September .....	103	64	"		311	193
October .....	131	79	"		412	183
November .....	121	67	217	91	574	424
December .....	118	63	247	247	425	598
	1,733	1,028	1,827	1,260	4,219	3,561

No. 2 Slope.	Docks.	Fines.	Docks.	Fines.	Docks.	Fines.
January .....	911	178	270	42	837	406
February .....	635	109	990	173	835	195
March .....	530	138	600	144	1,163	144
April .....	319	93	613	188	994	72
May .....	247	93	656	123	1,013	144
June .....	380	76	503	61	1,266	264
July .....	367	74	682	51	1,058	202
August .....	350	96	Strike.		1,076	110
September .....	478	118	"		1,425	229
October .....	585	93	"		1,365	114
November .....	119	18	397	49	1,467	184
December .....	158	15	910	49	1,798	548
	5,079	1,101	5,621	831	14,297	2,582

	Docks.	Fines.	Docks.	Fines.	Docks.	Fines.
Grand totals .....	6,812	2,125	7,448	2,091	18,516	6,143



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Also statement for five months of 1909 in No. 3 mine:—

## STATEMENT OF DOCKS AND FINES IN NO. 3 MINE.

Number.	Tally.	1909. Month.	No. of Boxes.	Docks.	Fines.
34.....	Tally.....	January.....	1,173	103	49
37.....	".....	".....	681	152	15
65.....	".....	February.....	636	54	12
73.....	".....	".....	51	38	1
31.....	".....	March.....	224	43	19
37.....	".....	".....	1,091	225	20
73.....	".....	".....	213	55	10
34.....	".....	April.....	1,068	124	33
37.....	".....	".....	1,056	232	24
43.....	".....	".....	334	81	10
57.....	".....	".....	505	88	15
12.....	".....	May.....	1,046	85	10
34.....	".....	".....	594	115	12
65.....	".....	".....	453	82	8

Evidence was given that in some of the slopes the timbering was out of repair, and that the split booms which are placed against the roof of the mine are often insufficient in strength and lead to the fall of stone from the roof.

Of course, it is unthinkable that a system should prevail whereby a man was fined or docked for stone in the boxes which had been placed there by means and agencies over which he had no control, and your Board, therefore, felt it necessary to go into this matter most thoroughly and exhaustively.

The answer of the Company to these statements may be stated in order.

First, they say, which, of course, is incontrovertible, that it is of the utmost importance to the Company and its employees that coal free from stone and impurities be marketed. Inspection on coal has become so rigid that it is a common occurrence to have coal inspected that is thrown back on the Company's hands. In view of the importance of shipping clean coal, the Company has expended at both bankheads the sum of \$58,000 on remodelling bankheads and equipping with steel shaking-screens and picking-belts. Forty-five men are employed at both bankheads simply picking stone out of the coal as the coal is carried by the picking-tables from the screens to the railway cars.

The local Board of Conciliation, in July, 1907, determined that two cents extra per box had been allowed for removing stone and to compensate miners for separating stone in coal and also in loading in pillar working. In close and narrow work stone is paid for at the rate of five cents per inch, with the understanding that the stone be removed in mining or loading and not sent to the bank with the coal. In No. 2 mine where the seam is clean and free from stone the rate per mined car for cutting and loading is 39 cents. Where coal is streaked with bands of stone, 42 cents per car is paid. In No. 3 mine, where no local stone is encountered, 40 cents per car is paid. Where local stone partings are in evidence, 43 cents, 46 cents, 48 cents and 52 cents per car is paid for mining and loading and separating the stone from the coal, which goes to show that miners working under the disadvantage of having to handle local stone partings are fully compensated for their trouble in extra price per car to cover the time employed in separating the stone from the coal in mining and loading.

Dealing with the dockage for the five months of 1909, the Company show that out of 222,080 cars, 8,004 were docked and 4,004 subjected to fines, equivalent to 360 docks and 194 fines.

It is claimed by the Company that good wages have been made in what is called the local stone districts, and that in No. 2 mine where stone exists in the seam the

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average rate per man per day for the month of April, 1909, was \$3.07. In No. 3 mine, where all the trouble arose over local stone, the average rate per man per day for April was \$2.90.

Second, in respect of the claim made by the employees that the slopes get out of repair and cause the falling of stone in the chutes, the Company declare that formerly it was the custom of the miners to repair their own chutes and keep them in order, but of late years in most places they have refused to do this. The Company made contracts with the men that they should repair their own chutes; the lodge refused to allow the men to do so, though the men were willing and the Company offered to pay extra for it. The Company have therefore been compelled to employ shiftmen to repair the chutes, and it is manifest that as these men cannot always be at all the chutes that they cannot be kept in as good condition as if they were cared for by the cutters themselves. The Company declare that where the miners repair the chutes themselves no trouble in respect of docks occurs.

It is not easy for your Board to appreciate fully the reasons which have induced the lodge persistently to resist the application of this system of miners repairing their own chutes, which would seem to apply a remedy to the complaint now made that these chutes are not infrequently out of repair and lead to the falling of loose stone.

Third, the Company say that it is compelled to pay for all the stone under 45 pounds, which is removed from the picking tables and that this amounts in the aggregate to nearly as much as is gained by the fining and docking process.

Fourth, in certain portions of the mine and in respect of coal sent up by certain miners scarcely any docking occurs. The fining and docking is applied to certain special workings and to certain men. In respect of a single instance where one man had been docked a large percentage of boxes sent up it was shown by the assistant manager of the mine that this coal had not been in the chutes at all, and therefore, not subject to the risk of having loose stone fall from the roof into the chute.

What recommendation should be made by the Board in respect of the fining and docking system is a matter which involves great delicacy and difficulty. In respect to the operation of the mines generally, we do not think that the docking system is at present working unfairly or results in any palpable injustice to the miners. In some few sections of the mine, owing to the character of the chutes, it is possible that the system now in vogue may in some instances work injustice. The most effective remedy in the judgment of the Board would be for the miners in those special districts to assume the care of the chutes through which they work.

The employees urge that the docking system entirely cease and that fines only be imposed as a penalty for excessive stone, and they urge that the quantity of stone resulting in a fine be raised to 150 pounds per box.

In view of the necessity of maintaining the standard quality of coal for market the Board feel some reluctance in undertaking to recommend absolutely the abolition of the system of docking, and in any case the raising of the amount to 150 pounds instead of 60 pounds for either docking or fining would, we fear, tend to the depreciation of the coal and lead to greater carelessness in mining. It would be extremely difficult to apply to the whole mine a system of fines or docking which would only be specially applicable to certain parts of the mine, and not applicable to all. The management state that where there is satisfactory evidence that there has been an increase of stone in the box due in any way to the falling of loose stone from insufficient timbering, an allowance is made, but the evidence in support of this must be clear.

The only recommendation which the Board can make in this respect is that in view of the additional stone now found in working the mine, as compared with that found when the present docking system was established, and also in view of the introduction of the half-inch mesh screen in place of the three-quarter-inch long screens, which retains a larger quantity of stone; that the system be based somewhat

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on the value of the box, which differs according to the conditions under which it is mined. Instead of the present system, we recommend that when a box contains fifty pounds of stone and not exceeding seventy-five pounds, a fine of 500 pounds of coal be imposed. When it contains seventy-five pounds and not exceeding 100 pounds, a fine of 1,000 pounds of coal be imposed. When a box contains 100 pounds or more of stone the box should be docked.

The Board have now dealt with all the special matters specifically presented to them. They feel, however, that their work would scarcely be done unless they devoted a little attention to certain serious considerations which were elicited by the investigation.

The Company, for reasons of its own, has taken the responsibility of submitting to the Board in a public manner and for public use a detailed statement of their present financial condition and of the results of the operation of the mine for a period of 15 years. They also embody in this statement the amount of wages paid for mining a given quantity of coal at the present time as compared with its cost 15 years ago. This statement has, in the judgment of the Board, such an important bearing upon the whole situation at Springhill that we have thought it best to embody it in this report.

## LOSSES IN OPERATION.

That the Company cannot continue to operate under conditions which have prevailed for the past three years and four months is manifest from the statements which are herewith submitted:—

The deficits are as follows:—

1906.. . . . .	\$ 77,715 45
1907.. . . . .	156,992 17
1908.. . . . .	22,004 62
1909 (four months).. . . . .	42,977 93
	<u>\$299,690 17</u>

The cost of coal and selling price and difference in these years are, viz.:—

Year.	Cost of Coal.	Selling Price.	Loss.
	\$ cts.	\$ cts.	Cts.
1906.. . . . .	2 80	2 60	20
1907.. . . . .	3 17	2 66	51
1908.. . . . .	2 91	2 74	17
1909 (four months).. . . . .	2 95	2 56	39

\*There is no other operation in Nova Scotia where the cost of production is within 50 to 75 cents per ton of the foregoing figures, and it is plain this Company is handicapped to such an extent with an abnormally high cost of mining and comparably low average of selling price that to carry on in this untenable position will quickly result in disaster. There is no hope for the property under these adverse terms.

In presenting these statements it may be said that there was an accident in No. 3 mine in 1906, a strike in 1907, but press into this Company's experience of the past 20 years the following accidents:—

A disastrous explosion in 1891.

Loss of one mine by fire and subsequent flooding of workings.



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Destruction of two bankheads and surface plants by fire.

Cob-heating or heating in waste workings No. 2 mine.

Explosion in No. 3 mine or heating in waste workings.

Explosion of boiler in battery No. 2 mine (surface).

Total destruction of hoisting engines No. 2 mines.

Surface fires and other casualties which affected output.

Add to these disasters 22 strikes, and it must be admitted that in mining each year there are contingencies to provide for, the expense of which cannot be avoided.

The contingent account in mining is never closed.

That the business of coal mining has been unprofitable in Springhill must be admitted from the following memo. *re* cost of coal, selling price and the differential in profit and loss from 1894 to 1909 (4 months) inclusive:—

Year.	Cost of Coal.	Selling Price.	Difference.	
			Gain.	Loss.
	\$ cts.	\$ cts.	Cts.	Cts.
1894.....	1 55	1 58	3	
1895.....	1 64	1 52		12
1896.....	1 64	1 63		1
1897.....	1 60	1 51		9
1898.....	1 63	1 56		7
1899.....	1 67	1 72	5	
1900.....	2 43	2 44	1	
1901.....	2 51	2 60	9	
1902.....	2 20	2 43	23	
1903.....	2 49	2 62	13	
1904.....	2 60	2 45		15
1905.....	2 44	2 50	6	
1906.....	2 80	2 60		20
1907.....	3 17	2 66		51
1908.....	2 91	2 74		17
1909 (four months).....	2 95	2 56		39

There were in the past fifteen years and four months seven years of slight gains and eight years and four months of heavier losses.

During the period from 1899 to 1903, when there were profits, two small dividends, one of 3 per cent and another of 2½ per cent on the capital stock of \$2,000,000 were paid. (And only these two small dividends have been paid in the twenty-six years of the Company's existence). The earnings were put back into the property to provide better equipment and development of the workings, with an earnest desire to benefit the Company and the employed, and with a degree of expectation of obtaining results in the future, which have certainly not been realized.

Since 1906 no expenditure has been made for betterments. The Company has not had means for improvements or extensions, and has had great difficulty in financing to meet current expenditures, as the figures submitted verify.

#### COAL VALUES HAVE DECLINED.

That this Company cannot grant any advance or further concessions in these or any other demands may be determined not only from the fact that the Company has been losing money in its operations for several years, as the statements will show, but that the average selling price of coal has declined to a marked extent this year.

The Intercolonial railway, one of the Company's largest customers, only awarded this Company 48,000 tons of coal, one-half the usual supply, at a reduction of 25 cents per ton f.o.b. cars at Springhill Junction.

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The Canadian Pacific railway forced a deduction of 12 cents per ton, which with increased freight rate for British over Norwegian ships (excluded from carrying coastwise after 1st July) makes a further reduction of 15 cents per ton, and with 5 cents additional cost of discharge, equals a total reduction of 32 cents per ton in all, on this the largest contract which the Company holds.

The foregoing reduced contracts came into effect 1st July, which will still further reduce (bring down) the average selling price and (still further) increase loss in operation.

In the United States, where the bulk of the culm is exported, prices rule so low this year that it was necessary in order to secure part of this business to accept an offer 15 cents per ton under last year's price. The cost of transportation also by British instead of Norwegian register on this coal will still further reduce the net f.o.b. price 15 cents per ton, or a total of 30 cents per ton reduction on export trade to the United States.

If the telegraphic reports in the press are correct as to the joint action of the Senate and Congress, the duty on all coal (including slack or culm) will be fixed at 50 cents a ton. This Company sold the greater part of its culm in the New England states under an existing duty of 15 cents a ton. If this duty is increased under the Payne Tariff Bill to 50 cents a ton on all coal, including culm, our export trade to the United States will be killed, and there is not sufficient market in Canada accessible to this Company to take the large portion of culm that it produces.

The government of the United States, at the instance of the coal operators, will thus completely debar Nova Scotia coal from the United States market. The United States coal operators have captured a large part of the coal orders in Montreal that belong to Nova Scotia products, and now, to crown all, the United Mine Workers' Association seek to tie to a United States chariot wheels the employees of every mine in Nova Scotia, and thus have the industry more absolutely at the control of the United States operators and workmen who are now working under agreements.

Is it any wonder that the operators of Nova Scotia view with alarm this combination of all United States coal interests to control their business and feel it their duty in their own interests, as well as in the interest of the province, to resist to the utmost such far-reaching and powerful foreign interests united against them.

It is submitted that the government of Nova Scotia, which depends for the maintenance of its public service upon coal duties, and every good citizen who has no personal interest at stake, ought to stand with the coal operators in resisting the invasion of this foreign combination.

If the American government exclude Nova Scotia coal, American operators set out deliberately to capture the markets which belong to Nova Scotia mines in Canada, and the American unions control our miners, all that will be left to the operators will be the mines without markets, excluded as they are by tariff from the United States, driven from their own markets in the St. Lawrence by 'dumped' coal which is carried by the railways under cost, and their workmen subject to be called out on strike (sympathetic or otherwise) at the dictation of their foreign masters.

Every important contract this Company has closed this year has been at a reduction. American coal and American competition is crowding Cape Breton and Pictou coals out of the St. Lawrence and other markets into the home or provincial markets, which makes local competition all the more aggressive and has the effect of depreciating values.

As this Company was not making but losing money when prices were maintained, it must necessarily go from bad to worse financially now that prices are declining, and it cannot concede any advance or make any concessions whatever which will tend to increase the cost of production. It is simply out of the question to consider further demands from the men.

Springhill is a very expensive operation, the most costly in the province, with its deep mines, average hoist 3,500 feet, seams pitching from 18 degrees to vertical, and over present workings 2,000 feet of superincumbent pressure.

Pumping, as high in spring and fall as  $4\frac{3}{4}$  tons of water to one of coal, and a costly system of ventilation.

The coal is highly bituminous, cross-fractured, and consequently friable, especially in the steep measures, producing a larger proportion of small than any other coal in the province. It is running half screened and half culm, over  $\frac{1}{2}$  inch square mesh openings.

Culm is exported at a low price to the United States, which reduces the average selling rate so much below the cost of production that the Company has been losing money heavily in its operation for three years, as the statements will show.

Statement showing marked increases in amount of wages paid annually, Mines Department, and output from 1895 to 1908, inclusive.

Year.	Wages.		Output.
	\$	cts.	Tons.
1895.....	377,239	36	375,778
1896.....	379,445	34	405,042
1897.....	273,121	45	302,581
1898.....	324,968	89	340,669
1899.....	367,864	91	369,269
1900.....	492,955	49	428,777
1901.....	602,426	43	411,214
1902.....	684,015	64	469,575
1903.....	778,405	88	468,446
1904.....	874,621	21	505,804
1905.....	674,073	70	476,247
1906.....	789,813	47	428,610
1907.....	684,435	35	338,857
1908.....	837,067	13	450,292

This Company carries all its old employees. No man has been discharged for advanced years. All aged employees are provided for as long as they present themselves for work, and all crippled and disabled employees are found employment at suitable work.

In Report of Commission, appointed under chapter 16, Acts 1907, entitled 'An Act respecting Old Age Pensions and Miners' Relief Societies,' statistics as to number and age of men employed in the coal mines of Nova Scotia are, viz.:—

Name of Mine.	Under 20.	20 to 30.	30 to 40.	40 to 50.	50 to 60.	60 and over.	Total.
Cumberland Ry. & C. Co.....	249	439	406	239	91	54	1,528
Minudie.....	7	29	21	13	5	1	76
Strathcona.....	17	22	29	10	2	4	84
Joggins.....	26	42	27	23	17	7	142
Chignecto.....	22	48	31	15	9	6	131
Acadia Coal Co.—							
Acadia Mine.....	31	106	55	45	25	9	271
Albion Mine.....	43	104	90	36	28	12	313
Thorburn Mine.....	35	103	38	27	30	10	263
Drummond.....	138	296	186	111	73	36	835
Allan Shaft.....	34	101	46	26	20	7	234
Inverness.....	202	103	40	5	1	.....	351
N. S. S. & Co.....	577	316	181	68	28	7	1,207
Dominion Coal Co.....	2,000	1,183	516	224	79	13	4,015
	3,376	2,942	1,686	842	438	166	9,450



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The above table plainly shows that there is in this employ a very marked larger proportion of elder men than in any of the other Companies; and farther that they are looked after.

## ABSENTEES.

That high wages are not conducive to steady work and maintenance of output may be gathered from the following statements of absentees from work, underground and overground, each mine, and on the surface for January, February, March, April and May of the current year, and to 12th June:—

## ABSENTEES—JANUARY, 1909.

	No. 2.	No. 3.	Surface.	Total.
Jan. 1.....	New Year	's. Idle.		
2.....	Idle.	Idle.		
4.....	49	55	24	128
5.....	41	50	14	105
6.....	47	127	17	191
7.....	33	89	20	142
8.....	35	58	33	126
9.....	35	61	29	125
11.....	26	40	11	77
12.....	23	46	18	87
13.....	41	64	16	121
14.....	32	44	24	100
15 (pay day).....	44	62	30	136
16.....	103	185	72	360
18.....	55	48	20	123
19.....	57	54	31	142
20.....	64	76	23	163
21.....	54	76	28	158
22.....	56	71	19	146
23.....	75	90	24	189
25.....	Delaney's	funeral.		
26.....	34	40	6	80
27.....	34	52	11	97
28.....	35	48	26	109
29.....	41	74	17	132
30 (pay day).....	39	85	29	153
	1,053	1,595	542	3,190
Average.....	45	70	24	139

## ABSENTEES—FEBRUARY, 1909.

	No. 2.	No. 3.	Surface.	Total.
Feb. 1. . . . .	50	80	27	157
2. . . . .	76	125	37	238
3. . . . .	91	110	29	230
4. . . . .	45	60	29	134
5. . . . .	65	67	32	164
6. . . . .	48	74	27	149
7. . . . .	34	51	8	93
8. . . . .	41	58	15	114
9. . . . .	41	59	19	119
10. . . . .	49	73	23	150
11. . . . .	49	48	15	112
12. . . . .	48	46	44	138
13 (pay day) . . . . .	48	53	36	137
15. . . . .	42	50	20	112
16. . . . .	46	48	32	126
17. . . . .	44	45	23	112
18. . . . .	44	41	16	101
19. . . . .	40	38	21	99
20. . . . .	45	34	16	95
22. . . . .	79	55	18	152
23. . . . .	86	57	19	162
24. . . . .	143	152	42	337
25. . . . .	40	48	22	110
26. . . . .	60	67	24	151
27 (pay day) . . . . .				
	1,354	1,539	599	3,492
Average . . . . .	57	64	25	146

## ABSENTEES—MARCH, 1909.

	No. 2.	No. 3.	Surface.	Total.
March 1. . . . .	51	60	27	138
2. . . . .	59	94	26	179
3. . . . .	63	74	23	16
4. . . . .	41	99	26	166
5. . . . .	109	94	32	235
6. . . . .	73	80	22	175
7. . . . .	48	83	24	155
8. . . . .	206	163	30	399
9. . . . .	45	78	33	156
10. . . . .	55	74	24	153
11. . . . .	46	54	37	137
12. . . . .	57	73	24	154
13 (pay day) . . . . .	91	44	28	157
15. . . . .	53	100	20	173
16. . . . .	83	99	34	216
17. . . . .	74	96	27	197
18. . . . .	69	61	36	166
19. . . . .	77	97	31	205
20. . . . .	70	73	21	164
22. . . . .	67	77	31	175
23. . . . .	73	63	32	168
24. . . . .	61	67	34	162
25. . . . .	62	63	16	141
26. . . . .	68	60	17	145
27. . . . .	72	77	24	173
29. . . . .	44	50	20	114
30. . . . .	59	57	32	148
31 (pay day) . . . . .				
	1,876	2,110	725	4,711
Average . . . . .	69	78	27	174

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## ABSENTEES—APRIL, 1909.

	No. 2.	No. 3.	Surface.	Total.
April 1.....	103	139	55	297
2.....	94	11	45	250
3.....	97	105	31	233
5.....	85	61	34	180
6.....	51	61	13	130
7.....	66	61	14	141
8.....	50	60	8	118
9.....	Idle.	Good	Friday.	.....
10.....	39	71	26	136
12.....	15	37	9	61
13.....	20	56	16	92
14.....	25	50	21	96
15 (pay day).....	40	56	22	118
16.....	52	113	34	199
17.....	84	122	34	240
19.....	33	56	15	104
20.....	63	65	25	153
21.....	72	73	22	167
22.....	45	69	23	137
23.....	51	57	16	124
24.....	60	76	19	155
26.....	67	41	27	135
27.....	45	41	18	104
28.....	29	52	15	96
29.....	52	59	23	134
30 (pay day).....	37	52	23	112
	1,357	1,744	593	3,712
Average .....	55	70	25	148

## ABSENTEES—MAY 1909.

	No. 2.	No. 3.	Surface.	Total.
May 1.....	108	155	42	305
" 3.....	102	100	29	231
" 4.....	70	70	21	181
" 5.....	89	93	34	216
" 6.....	90	86	23	199
" 7.....	71	83	25	179
" 8.....	81	84	24	180
" 10.....	83	58	34	175
" 11.....	63	77	21	161
" 12.....	61	74	11	148
" 13.....	62	64	14	140
" 14.....	47	Idle.	22	69
" 15 (pay day).....	Idle.	Idle.	.....	.....
" 17.....	69	Idle.	35	104
" 18.....	108	132	37	277
" 19.....	61	74	33	168
" 20.....	62	67	37	166
" 21.....	59	73	29	161
" 22.....	87	Idle.	34	121
" 24.....	Idle.	Victoria Day.	.....	.....
" 25.....	110	79	35	224
" 26.....	61	49	25	135
" 27.....	56	19	18	123
" 28.....	61	65	15	141
" 29 (pay day).....	Idle.	Idle.	.....	.....
" 31.....	60	48	17	125
	1,721	1,600	615	3,936
Average.....	75	80	26	171



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## ABSENTEES—JUNE 1909.

	No. 2.	No. 3.	Surface.	Total.
June 1 .....	131	85	23	239
" 2 .....	81	80	17	178
" 3 .....	Idle.			
" 4 .....	69	96	13	178
" 5 .....	71	88	5	164
" 7 .....	76	70	15	161
" 8 .....	86	102	18	206
" 9 .....	62	68	17	147
" 10 .....	60	67	10	137
" 11 .....	60	51	7	118
" 12 .....	91	Idle.	16	107
	787	707	141	1,635
Average.....	78	78	14	163

## NUMBER DAYS LOST MONTHLY FOR 1909.

	No. 2.	No. 3.	Surface.	Total.
January.....	1,053	1,595	542	3,190
February.....	1,354	1,539	599	3,492
March.....	1,876	2,110	725	4,711
April.....	1,365	1,744	593	3,712
May.....	1,721	1,606	615	3,936
June 12.....	787	707	141	1,635
				20,676

## AVERAGE EMPLOYED OFF WORK DAILY.

January.....	139
February.....	146
March.....	174
April.....	148
May.....	171
June 12 .....	163

There were, therefore, 20,676 days work lost by employees in this period, or an average of 159 men off work daily, equal to 10 per cent, of the total employed.

The absentees vary from 9 per cent off work between pay days to 20 per cent after pay days.

This indifference to work on the part of the employees must be attributed to too much money, too easily earned. No other class of artisans do or can afford to lose so much time.

This utter neglect of duty on the part of employees falls most heavily on the Company in reduced output, increased cost, and correspondingly poor returns, and is largely responsible for the deplorable results in operation, which have obtained for the last three years and four months.

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## ADVANCE IN WAGES.

There were two general advances in wages, one of 10 per cent, on 1st May, 1900, and another of 12 per cent on 1st January, 1901, 22 per cent in all, conceded all employees.

Besides these two general increases on all earnings since 1899, concessions after concessions have been wrested from the management at the point of the pistol, till wages have soared in the several departments to the impossibility of producing results financially under which the Company can exist.

	Per cent.
Miners' earnings have advanced.. . . .	60 to 70
Engineers' (stationary) earnings have advanced.. . . .	60
..Firemen's (stationary) earnings have advanced.. . . .	50
Engineers' (railway) earnings have advanced.. . . .	62
Conductors' (railway) earnings have advanced.. . . .	51
Firemen's (railway) earnings have advanced.. . . .	52
Brakemen's (railway) earnings have advanced.. . . .	41
Machinists' and blacksmiths' earnings have advanced.. . . .	34
Unskilled labour earnings have advanced.. . . .	33
Stores have advanced.. . . .	40
Timber has advanced.. . . .	40

And on top of all these advances the cost of screening, picking and preparation required for the coal to meet the demand has doubled in recent years.

The question is continually asked, why are the coal companies of Nova Scotia not making money? The answer, so far as this Company is concerned, is obvious.

In 1908 the extra amount paid in wages over 1899-1900 to meet the two general advances of 10 per cent and 12 per cent to 22 per cent was \$147,034.23, equivalent to 40.61-100 cents per ton on shipments.

Since May 1, 1900, this Company has paid 138 employees on the 22 per cent advance or bonus \$1,184,949.75, besides the many concessions which have been obtained by employees, until to-day the miners are working shorter hours, performing less work, and earning the highest average rates of any miners in the province.

The cause mainly responsible for the disastrous results of the past few years is the astounding fact of the unprecedented increase in average miners' wages since 1895, and the incredible falling off in the average daily production per man, as follows:—

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Year.	Average daily earned by miners per day.	Production of coal per miner per day.
1895.....	\$1 83	5·52 tons.
1896.....	1 95	5·40
1897.....	1 83	5·89
1898.....	1 92	5·83
1899.....	1 90	5·30
1900.....	2 27 10% advance.	4·80
1901.....	2 51 22% "	4·16
1902.....	2 63 "	4·75
1903.....	2 88 "	4·46
1904.....	2 98 "	4·26
1905.....	2 97 "	4·53
1906.....	3 18 "	4·37
1907.....	3 14 Three months strike.	4·10
1908.....	3 00 Trade dull in summer months due to mild open winter and financial and n- dustrial depression.	4·10
1909—		
January.....	2 81	3·74
February.....	2 96	3·67
March.....	2 92 Output curtailed by local trouble and ir- regular work on part of employees.	3·84
April.....	2 93	3·92
May.....	2 97 19,041 days work have been lost in these five months.	4·01

Miners' wages have increased no less from lowest to highest average than 74 per cent, while in return for these enhanced wages miners have of their own design restricted output to the ruinous extent of 38 per cent per man per day, which is practically a reduction of 60 per cent in production. Sufficient in itself to drive any Company to the wall.

For \$1.35 average increase in wages daily, miners are giving 2.22 tons less in return in production in the same seams with more superincumbent pressure to assist in mining, improved machinery for handling the coal taken, barring accidents, from miners as it is made.

When the average daily wage was only \$1.83 the production per miner was the highest, viz., 5.89 tons. Now, with an average of \$3 the average yield is below four tons

Not only is the Company unable to continue under existing alarming conditions, but the directors insist that there must either be a readjustment of mining rates or a suspension of operations. There is no other alternative. The instructions are definite and will be carried out, due notice of which will be given.

The order reads as follows:—

MONTREAL, June 1, 1909.

J. R. COWAN, Esq.,  
General Manager.

DEAR SIR,—At the meeting of the directors of the Company held in this office on Wednesday, May 26, the application of the U. M. W. for a Board of Conciliation was submitted, claiming recognition of the U. M. W., adjustment of the system of weighing coal, to establish a schedule of prices, and to establish a docking system.



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I submitted to the meeting statements of the results of the operations of the Company for the year 1906, 1907 and 1908, as well as for the four months of the present year, duly verified by the auditors, which I now inclose to you.

It was decided that in view of these statements not only was it impossible for the Company to grant any increase involving greater cost in operation, but if we could not succeed in reducing costs that it would be impossible for the Company to continue business much longer.

This view was materially strengthened by the fact that prices for coal have this year suffered a serious drop from last year's figures, which will inevitably make the position of the Company much more precarious at the end of the year, unless immediate steps are taken to reduce the cost of producing coal; I need not go into details of this; you know that the railway contracts involving over one-half of our sales are lower, I may say much lower, and that small coal is at present a drug in the market, and the prices offered us are ridiculous when the cost of production is considered.

You will see that the Company went behind in those years as follows:—

1906 . . . . .	\$ 77,715 45
1907 . . . . .	156,992 17
1908 . . . . .	22,004 62
1909 (four months) . . . . .	42,977 93
Total . . . . .	<u>\$299,690 17</u>

Nothing that I can say can add to the gravity of these figures, any intelligent man can see that no Company however strong can stand such a drain for long.

The Board felt that it was necessary to have these statements laid before the arbitrators, and the men in our employment, so that they would be no longer in ignorance as to the actual position of the Company, and might be able to be prepared to make such sacrifice as are absolutely essential if the Company is to continue business.

In making such reductions I wish to say that the process will start at the top (the Board in fact have already decided to accept no further pay till the position has changed for the better) and that the president will be the first to suffer whatever reduction may be necessary and that others will have to follow suit.

As you are aware, the Company was only kept going through these years by the shareholders subscribing fresh capital in the shape of bonds, which give them a lien on the property, and should the Company fail to pay the interest, as now seem probable, that it will be in their power to foreclose their mortgage, and take the whole concern away from the shareholders, who in that case will lose everything; that the shareholders are by no means all well off is well known to you.

The directors, therefore, gave instructions that these statements should be laid before the Board of Arbitrators and the men; that it was utterly beyond their power to increase costs in any way, and that, therefore, no demands could be considered; that costs must be reduced, and if this was not done the Company would have to suspend operations, and that these instructions be transmitted to you with orders that you report in detail what steps you consider must be taken to give effect to them.

The situation is most serious, but I trust that the good sense of our men (and the ability of our staff) once they are put in full possession of the facts, will enable us to pull through.

I do not intend to enter into recriminations, the situation is beyond that point now, but I would point out to you that the constant succession of strikes and talk of strikes at Springhill have done a great injury, indirect it may be, to Springhill in the eyes of customers and the public generally, and the present situation is the direct result of the demands that have been forced upon us since 1899.

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The inevitable end of Springhill as a mine, and Springhill as a town, if this is continued, it needs no prophet to foretell.

Yours truly.

(Sgd.) H. R. DRUMMOND,  
President.

The Company's statements, certified by Messrs. Macintosh & Hyde, chartered accountants, are respectfully submitted to the Board of Conciliation, and the employed of this Company.

The accuracy of the figures given in this statement was not seriously called in question by the counsel for the employees. Indeed, it is not likely that they are open to question. On cross-examination it was shown that the railway with which the company operates pays a small annual profit by making an arbitrary allowance of 20 cents a ton for all the Company's coal hauled over it to Springhill Junction and Parrsboro, respectively. Without this the road is operated at a loss so far as general public traffic is concerned. These profits counting in the 20 cents a ton paid for the transportation of coal are all taken into account in the operation of the mine. The Company is also carrying on some timbering enterprises which have produced a small annual profit, and these too are taken into account in the figures submitted.

The leading purpose of the cross-examination by counsel for the employees was to show if possible that some of the losses in the operation of the mine were due to defects in management. In the judgment of the Board not much that was definite in this regard was elicited, but even if this were so it would not diminish in the slightest degree the gravity of the situation. Springhill is a town of some 6,000 or 7,000 people, which has been brought into existence almost entirely as the result of the mining operations of this Company and its predecessor. The closing of these mines would mean very largely the destruction of valuations at Springhill and a great depopulation of the town. It would mean also a serious loss to the Provincial revenues.

Operations in this mine cannot be carried on as economically as in most of the mines in Cape Breton or even those on the mainland.

Under these circumstances, it seems to your Board unreasonable and impracticable that the employees should ask or expect higher rates of remuneration under existing conditions. The price of coal has fallen in large and important contracts as compared with last year, when a net loss resulted. The figures for five months of the present year indicate that the loss for 1909 is likely to be very much greater.

Under these circumstances, your Board cannot help recognizing that the only rational policy to be pursued by all parties concerned is one of conciliation and forbearance in order that this large and important industry may not be compelled to cease operations with most far-reaching and disastrous consequences to all, including the business men of the town. Heavy losses have been already entailed by twenty-two strikes, which have exhausted the energies and wasted the resources of the Company. In the judgment of the Board, the present is not a time to agitate for changes, but rather a time a common effort should be made to improve the situation and secure the permanence of the industry.

Your Board fully appreciate that it is not a necessary part of their functions to make suggestions outside of the specific matters referred to them. Nevertheless it does not seem inappropriate for a Board appointed to reconcile differences and secure peace and harmony in connection with a large mining industry to seek to ascertain as far as possible the fundamental causes of differences and misunderstandings and to seek if possible to discover a remedy.

The control and management of this corporation is vested in its officers and directors and under the exclusive control of its shareholders, and no one has a right, it is

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fully conceded, to interfere in any way with its methods of operation; nor would this Board think of making reflections upon its management or call in or question its methods of managing its property. Nevertheless, from a careful review of the whole situation and all the surrounding circumstances attending the history of the mine during the past twenty-six years during which it has been under the control of the present Company, your Board feel that it might tend to allay long-standing friction and secure a better state of feeling between the Company and employees if a change should be made in the methods of management.

Your Board saw tokens during the somewhat lengthy investigation of the matters in dispute that unpleasant feelings, if not distinct hostility, existed between a large number of employees and the management. It would perhaps be invidious to attempt to place the responsibility for this, but the Board feel it their duty to bring this state of affairs to the attention to the directors of the Company in a formal manner by means of this report.

This Board recommends the directors to make a careful investigation into this unpleasant feature of existing relations with the hope that they may be able to policy or make such changes as will prevent the possibility of this unfortunate condition prevailing in the future.

Your Board, although conscious of having endeavoured to give their best consideration to all matters touching the welfare of both the Company and its employees, are yet painfully sensible that small results are likely to flow from any immediate recommendations they make, unless, indeed, it shall result in such a change in existing conditions as will obliterate the unfortunate consequences of long-standing differences.

(Sgd.) J. W. LONGLEY,  
Chairman.

CHARLES ARCHIBALD,  
E. B. PAUL,  
(Subject to foot note.)

## FOOT NOTE BY MR. E. B. PAUL.

With most of the facts stated in the above, I concur, but in respect of some of the recommendations made I feel compelled to dissent.

1st. I think the recognition of local union No. 469 by the Company would result in allaying friction and tend generally to a better understanding between the management and the employees. I think the employees should have the right to organize under any conditions and regulations which suit them best. So long as such organization contains no provisions or obligations which conflict with our laws, provincial or general.

2nd and 3rd. I am not disposed to disagree with the recommendations in respect of these two items submitted to this Board. I believe in a schedule of rates, and that operations would be carried on more smoothly and satisfactorily if such were in operation at Springhill, as well as other coal mines in Nova Scotia, though I do not mean by this that higher rates should be imposed than are at present paid.

(Sgd.) E. B. PAUL.



**XI.—APPLICATION FROM FREIGHT HANDLERS EMPLOYED BY THE  
CANADIAN PACIFIC RAILWAY COMPANY AT OWEN SOUND, ONT.—  
BOARD ESTABLISHED—AGREEMENT CONCLUDED.**

*Application received.*—May 17, 1909.

*Parties concerned.*—Canadian Pacific Railway Company and freight handlers at Owen Sound, Ont.

*Applicants.*—Employees.

*Nature of industry concerned.*—Transportation.

*Nature of dispute.*—Wages.

*Number of employees affected.*—250.

*Date of constitution of Board.*—June 2, 1909.

*Membership of Board.*—Mr. Donald Ross, Barrie, Ont., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. Wallace Nesbitt, K.C., Toronto, Ont., appointed on the recommendation of the employing Company; and Mr. J. G. O'Donoghue, Toronto, Ont., appointed on the recommendation of the employees.

*Report received.*—June 17, 1909.

*Result of inquiry.*—Employees who had declared strike returned to work on applying for Board. Employees later accepted employment on basis of Board's report.

The Minister received on June 17 the report of the Board established to adjust a dispute between the Canadian Pacific Railway Company and longshoremen in its employ at Owen Sound, Ont. In their application for the appointment of this Board the employees claimed that the wages paid were not sufficient compensation for their services nor on a par with the wages paid at other ports on the great lakes for similar work. The matters of difference brought to the attention of the Board were, however, three in number, the first being the question of wages, the second a question of what was described as discrimination, and the third the claim of the employees to be paid fortnightly instead of monthly as at present. The number of employees likely to be affected was stated to be between 250 and 500 as the season advanced. Pending the negotiations between the Company and its employees for a settlement in this matter some 200 longshoremen refused to return to work, but later decided to apply for a Board of Conciliation and Investigation, and thereupon resumed their positions in the Company's employ. Mr. Wallace Nesbitt and Mr. J. G. O'Donoghue, both of Toronto, were appointed members of the Board on the recommendation of the employers and employees respectively, and in the absence of any joint recommendation from Messrs. Nesbitt and O'Donoghue, Mr. Donald Ross, of Barrie, was appointed by the Minister as Chairman.

The members of the Board were unanimously of opinion that it is impossible to suggest any remedy for the so-called discrimination. The Board also found that desirable as it might be in the interests of the employees to have payment fortnightly, the difficulties suggested by the Company in doing this and maintaining a proper system of audit over their extensive system were insuperable.

On the question of wages to be paid the Board advised that there should be an alteration in favour of the men in the rate of wages agreed to by a written contract by each of the men at the beginning of the season. It is remarked in the report that

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'where the men would expect the Company to be bound by a contract to pay a certain wage, they themselves, in all fairness, should abide by a contract which they have entered into; otherwise there can be no confidence in bargains made which are repudiated as soon after as it appears to be in the power or to the advantage of either party to do so.' In the present case the men had agreed to take 15c. per hour for week days and 16c. per hour for night and Sunday work, and 20c. per hour for the handling of grain and coal. The majority of the Board agreed, however, that 17c. per hour for week day work (7 a.m. to 6 p.m.) and 18c. per hour for night (6 p.m. to 7 a.m.) and Sunday work should be paid and accepted, and 23c. per hour for the handling of grain and 25c. per hour for the handling of coal. These figures were slightly higher than in the negotiations between the parties, and higher than the Company stated they would accept, and slightly lower than the men stated they would be content to receive.

In the minority report Mr. J. G. O'Donoghue, member of the Board appointed on the recommendation of the employees, expressed the opinion that the only difficulty in the way of bi-monthly payment of wages was one of bookkeeping and 'that the necessities of the men should not be sacrificed for any such reason.' The evidence before the Board showed, in his opinion, that the cost of living in Owen Sound was much higher than at Midland, Collingwood, Windsor and other points where similar work was performed, yet the wages paid at Owen Sound were much below those paid at these other towns and cities. The season for this class of work was, he urged, about seven months long, and the average wage received by the men during that time probably less than \$300. Mr. O'Donoghue advised that the following rates should be paid: Shedmen, 22c. by day and 25c. by night; grain men, 30c. by day or night, and coal men the same, with double time for all Sunday work.

On June 21 the department was advised that the majority report of the Board in this matter had been accepted by the employees concerned. On June 23 the department was advised that the report of the majority of the Board was accepted by the Company.

## REPORT OF BOARD.

The text of the report of the Board is as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and of the dispute between the Canadian Pacific Railway Company, employer, and longshoremen in its employ at Owen Sound, Ontario, employees.

THE UNDERSIGNED, together with Mr. J. G. O'Donoghue, having been appointed as a Board of Conciliation and Investigation under the above Act, held sittings at Owen Sound on the 10th day of June, 1909, and having heard the parties and considered the evidence, beg to report as follows:—

There were three matters of difference brought before the Board, the first, or substantial one, being the question of the wages which should be paid; the second being a question of what was described as discrimination, and the third, the claim by the employees to be paid fortnightly instead of monthly, as at present.

All the members of the Board were of the opinion that it was impossible to suggest a remedy for the so-called discrimination, a view which the employees themselves, after discussion, we inferred concurred in. It seems difficult, if not impossible, to lay down any rule by which there are, say, 100 men seeking the employment of unloading a boat on her arrival, and only 80 required, to avoid the natural desire upon the part of the employer to select those best fitted and capable to perform the work.

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The Board also agreed in the view that desirable as it might be in the interests of the employees to have payment fortnightly, the difficulties suggested by the Company in doing this and maintaining a proper system of audit over their extensive system, were insuperable.

On the question of wages to be paid, the undersigned, the majority of the Board, after weighing the matter carefully under all the circumstances have come to the conclusion that there should be an alteration in favour of the men in the rate of wages agreed to by a written contract by each of the men at the beginning of the season. It is to be remarked that where the men would expect the Company to be bound by a contract to pay a certain wage they themselves in all fairness should abide by a contract which they have entered into; otherwise there can be no confidence in bargains made which are repudiated so soon as it appears to be in the power or to the advantage of either party to do so. The men, also, seemed to have gone on strike in direct violation of the law. So far as these considerations are concerned, the course followed was improper and unwise. The men, however, could have given thirty days' notice and terminated the contract, and the Board have only felt themselves called upon to deal with the evidence as to what, in their opinion, under all the circumstances, and in the present condition of the labour market, would be a proper wage to suggest that the employer should pay and the employee should be content to accept for the various classes of work described.

The men had agreed to take 15c. per hour for week-day work and 16c. per hour for night and Sunday work, and 20c. per hour for the handling of grain and coal.

The majority of the Board have come to the conclusion that 17c. per hour for week-day work (7 a.m. to 6 p.m.) and 18c. per hour for night (6 p.m. to 7 a.m.), and Sunday work should be paid and accepted, and 23c. per hour for the handling of grain and 25c. per hour for the handling of coal. These figures are slightly higher than in the negotiations between the parties the Company stated they would accept, and slightly lower than the men stated they would be content to receive, and the majority of the Board, after anxious consideration of the views of both parties, beg to report that the figures given above are in their opinion fair.

Dated this 15th day of June, 1909.

(Sgd.) DONALD ROSS,  
Chairman.  
WALLACE NESBITT  
For C. P. R.

### MINORITY REPORT.

The text of the minority report of Mr. J. G. O'Donoghue is as follows:—

To the HONOURABLE THE MINISTER OF LABOUR,  
Ottawa.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Canadian Pacific Railway Company, employer, and Longshoremen in its employ, employees.

The men asked for three things: (1) an increase in wages; (2) that they be paid bi-weekly instead of monthly, as at present; and (3) that certain discrimination be discontinued. The last-named complaint was not one that could very well be arranged by any board.

The men, in my view, made out a good case for the change they sought from a monthly to a bi-weekly pay day. The only difficulty in the way of the company is one of bookkeeping, and the necessities of the men should not be sacrificed for any such reason.



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The evidence before the Board was conclusive that the cost of living in, Owen Sound is much higher than at Midland, Collingwood, Windsor and other points where similar work is performed. Yet the wages paid at Owen Sound are much below what are paid in these other towns and cities. The following figures show the differences:—

*Shed Men.*

	Day.	Night & Sunday*
Midland. . . . .	30	45
Owen Sound. . . . .	15	16
Collingwood. . . . .	20	20
Windsor. . . . .	25	30
Port Arthur. . . . .	22½	22½*
Hamilton. . . . .	25	25
Toronto. . . . .	25	25
Montreal. . . . .	27½	32½

*Grain Men.*

Owen Sound. . . . .	20	20
Midland. . . . .	30	30
Collingwood. . . . .	30	30
Hamilton. . . . .	25	25
Montreal. . . . .	27½	32½

*Coal Men.*

Owen Sound. . . . .	20	20
Midland. . . . .	30	30
Collingwood. . . . .	30	30
Hamilton. . . . .	25	25
Montreal. . . . .	32½	32½

The evidence disclosed that the men have to be ready for a call at any hour of the day or night, and, though they may respond, say at midnight, to a call, if the boat should not take the dock until noon next day, they got nothing after waiting that length of time on duty.

Nor can they take other work whilst waiting for a call from the Company.

In the Winnipeg Street Railway arbitration, recently concluded, every one, including the members of the Board and the Company officials, conceded that it was a hardship on the men to have to work 16 hours in order to make ten. In this case, apparently, the Canadian Pacific Railway Company sees no hardship in making the men work, perhaps 48 or more hours in order to make 10.

The season appears to be about seven months long, and the average wage received by the men during that time is probably less than \$300. If that is not a starvation wage, then I don't know what is. The men, though living frugally, are no doubt indebted to every butcher, baker, grocer and other tradesman in Owen Sound. These have to suffer as well as the men.

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\* And 2½c. bonus.



**XII.—APPLICATION FROM ENGINEERS, FIREMEN, CONDUCTORS, BRAKEMEN, BAGGAGEMEN, AND YARDMEN EMPLOYED BY THE GRAND TRUNK PACIFIC RAILWAY COMPANY—BOARD—ESTABLISHED—UNANIMOUS REPORT BY BOARD—AGREEMENT CONCLUDED AND STRIKE AVERTED.**

*Application received.*—June 3, 1909.

*Parties concerned.*—Grand Trunk Pacific Railway Company and engineers, firemen, conductors, brakemen, baggagemen and yardmen in its employ.

*Applicants.*—Employees.

*Nature of industry concerned.*—Railways.

*Nature of dispute.*—Wages and conditions of labour.

*Number of employees affected.*—300.

*Date of constitution of Board.*—June 24, 1909.

*Membership of Board.*—Honourable R. F. Sutherland, M.P., Windsor, Ont., Chairman, appointed on the joint recommendation of the other members of the Board; Mr. F. H. McGuigan, Toronto, Ont., appointed on the recommendation of the employing Company; and Mr. J. G. O'Donoghue, Toronto, Ont., appointed on the recommendation of the employees.

*Report received.*—August 14, 1909.

*Result of inquiry.*—Agreement concluded on all points in dispute. No cessation of work occurred.

The Minister received on August 14 the unanimous report of the Board established in the matter of a dispute between the Grand Trunk Pacific Railway and its engineers, firemen, conductors, brakemen, baggagemen, and yardmen, members of the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors and the Brotherhood of Railroad Trainmen.

In the application which was made on May 29 for the establishment of a Board in this matter it was stated by the employees concerned that the differences related to 'the consideration and adoption of schedules of rates of pay and rules governing the service and working conditions of engineers, firemen, conductors, brakemen, baggagemen and yardmen, including provision therein as to the dismissal and promotion of employees; the investigation of the dismissal of employees who, it is submitted, have been wrongfully dismissed; the consideration of the sufficiency of sleeping and eating accommodation furnished to employees, the same being, it is submitted, unclean and improper; the quality of the food provided.' The number of employees affected was stated to be 300 directly and 800 indirectly. Mr. F. H. McGuigan, of Toronto, and Mr. J. G. O'Donoghue, of Toronto, were appointed members of this Board on the recommendation of the Company and of the employees respectively, and on the joint recommendation of Messrs. McGuigan and O'Donoghue the Board was completed on June 24 by the appointment of Hon. R. F. Sutherland, M.P., of Windsor, Ont., as chairman.

In the report of the Board it was stated that a very fair, friendly and conciliatory disposition was displayed on all hands and that the representatives of the employees expressed reasonable confidence in the present officials of the Company and were dis-



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posed to concede that the conditions of their service as regards a number of the matters in dispute have recently been somewhat improved. The Company's officers laid much stress on the fact that as yet the road is in but the constructive stage with the usual accompanying difficulties as to wages, supplies, and general conditions, and that in consequence some of the claims made on behalf of the employees were premature. The report continued: 'After a full hearing and consideration, the matters in dispute were amicably adjusted with the exception of the claim of the employees that 'engineermen detained on their engines, at terminals, two hours or more before commencement or after completion of trip, will be paid for same at schedule rates, such detention to be paid for in addition to mileage run, but to be deducted when computing overtime,' in respect to which a majority of the Board was disposed to agree with the contention of the employees.

'While it appeared that in some cases the food supplied to the employees, the method of serving same, the sleeping accommodations provided, and the general sanitary conditions may not have been entirely satisfactory it also appeared that in a general way these were similar to and on the whole as good as those usually provided in the early stages of railway construction. The Board is of the opinion, however, and would recommend that a regular inspection and report of all conditions of the construction camps, buildings and conveniences of the Company be made by its physicians with a view to better the condition of the employees and secure, if possible, that these be satisfactory in so far as food, lodgings and sanitation are concerned.

'The Board is of opinion that the cases of certain of the men whose alleged grievances were the subject of investigation and discussion might well be reconsidered by the officers of the Company with a view to their restoration to its service.

'Your Board is glad to report an adjustment of the matters in dispute and its unanimous agreement upon the basis of the attached schedules to remain in force for one year from August 15, 1909, and thereafter subject to the termination on thirty days' notice by either party.'

Attached to the findings of the Board in this matter is a schedule of rates of pay and rules governing the service of engineers, firemen and hostlers on all owned, leased and operated lines of the Grand Trunk Pacific Railway west of Fort William; also a schedule of rates of pay and rules for conductors, baggagemen, brakemen and yardmen on the lines of the Grand Trunk Pacific Railway west of Fort William.

Subsequent to the receipt of the Board's findings a question was raised by the employees with respect to an alleged error in paragraph 7 of the same respecting the adjustment of certain of the matters in dispute, and as a result a further sitting was held of the Board of Conciliation and Investigation, at which this paragraph was amended so as to read as follows:—

'After full hearing and consideration the matters in dispute were amicably adjusted, with the exception of the claim of the employees that "road engineers will be paid for switching at terminals and turn around points at through freight rates, time to count from time engine is ordered for until switching is completed, each six minutes to count as one mile; this in addition to mileage made on trip".'

In a letter dated June 22 the change in question was accepted by the Grand Trunk Pacific Railway Company. Following the amendment of the report in this particular further correspondence was exchanged between the department and the parties concerned respecting the attitude of the employees towards the Board's findings in other respects. At the end of the year the department had not been informed of any formal acceptance of the findings by the Company and the employees concerned, but no cessation of work had taken place.

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## REPORT OF BOARD.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

TORONTO, August 11, 1909.

TO THE HON. W. L. MACKENZIE KING,  
Minister of Labour.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Grand Trunk Pacific Railway Company and its employees.

The members of the Board of Conciliation and Investigation established by the Minister of Labour under the above Act, on the 24th day of June, 1909, and to which the dispute herein was referred under the provisions thereof, beg to report as follows:

1. The first meeting of the Board was held in Winnipeg on the 17th of July, and its meetings thereafter continued in the office of the general superintendent of the Company in the Somerset block on Portage avenue until the 24th of July, 1909, when its work was completed.

2. The matters in dispute were at first complicated by the fact that the Company having issued bulletins in general terms, which it claimed provided for the matters in dispute, was not disposed to consent to the framing of schedules. On the other hand, the employees had prepared and presented to the Board for its consideration detailed and somewhat complicated schedules.

3. Taking the bulletins referred to and the Grand Trunk Railway system operation rules, which the officers of the Company alleged to have been in use in a general way as a starting point, the matters in dispute, and as particularly set out in the said schedules prepared by the employees, were fully investigated and considered.

4. A very fair, friendly and conciliatory disposition was displayed on all hands.

5. The representatives of the employees expressed reasonable confidence in the present officials of the Company and were disposed to concede that the conditions of their service as regards a number of the matters in dispute had recently been somewhat improved.

6. The Company's officers laid much stress on the fact that as yet the road is in but the construction stage with the usual accompanying difficulties as to wages, supplies and general conditions, and that in consequence some of the claims made on behalf of its employees were premature.

7. After a full hearing and consideration, the matters in dispute were amicably adjusted with the exception of the claim of the employees that 'enginemen detained on their engines at terminals two hours or more before commencement or after completion of trip will be paid for same at schedule rates, such detention to be paid for in addition to mileage run, but to be deducted when computing overtime,' in respect to which a majority of the Board was disposed to agree with the contention of the employees.

8. While it appeared that in some cases the food supplied to the employees, the method of serving same, the sleeping accommodations provided and the general sanitary conditions may not have been entirely satisfactory, it also appeared that in a general way these were similar to, and on the whole as good as, those usually provided in the early stages of railway construction. The Board is of opinion, however, and would recommend that a regular inspection and report of all conditions of the construction camps, buildings and conveniences of the Company be made by its physicians with a view to better the conditions of employees and secure, if possible, that these be satisfactory in so far as food, lodgings and sanitation are concerned.

The Board is of opinion that the cases of certain of the men whose alleged grievances were the subject of investigation and discussion might well be reconsidered by the officers of the Company with a view to their restoration to its service.

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Your Board is glad to report an adjustment of the matters in dispute and its unanimous agreement upon the basis of the attached schedules to remain in force for one year from August 15, 1909, and thereafter subject to termination on thirty days' notice by either party.

(Sgd.) R. F. SUTHERLAND,  
Chairman.

" F. H. McGUIGAN,  
Representing the Company.

" J. G. O'DONOGHUE,  
Representing the Employees.

### SCHEDULE.

Schedule of rates of pay and rules governing the service of the engineers, firemen and hostlers on all owned, leased and operated lines west of Fort William, Ontario:—

#### ARTICLE I.

<i>Passenger trains, per mile.</i>	Engineers. Cents.	Firemen. Cents.
Engines 50 to 100 and 300.. . . .	4.00	2.50
Engines 1 to 26.. . . .	4.10	2.70
Engines 200 to 225.. . . .	4.25	2.90
Engines 500 to 509.. . . .	4.50	3.05
<i>Freight service, per mile</i>		
Engines 50 to 100 and 300.. . . .	4.40	2.60
Engines 1 to 26.. . . .	4.50	2.80
Engines 200 to 225.. . . .	4.65	3.00
Engines 500 to 509.. . . .	4.90	3.25
<i>Construction and other work trains, per hour.</i>		
Engines 50 to 100 and 300.. . . .	40.	23.50
Engines 1 to 26.. . . .	41.	25.50
Engines 200 to 225.. . . .	42.50	27.50
Engines 500 to 509.. . . .	45.	30.
<i>Light running and piloting, paid for class of service performed.</i>		
Operating rotary plow.. . . .	4.90	3.25
Switching rates, per hour.. . . .	37.50	22.50
Watching and caring for engines, per hour.. . .	40.	25.

#### ARTICLE II.

On regularly assigned way-freight runs twenty-five cents (25 cents) to engineers, and fifteen cents (15 cents) to firemen will be allowed in addition to through freight rates for each one hundred (100) miles and *pro rata* for any fraction thereof.

#### ARTICLE III.

##### *Detention.*

(1) On all passenger trains not otherwise specified, detention will be paid for the time used in making the trip in excess of the time necessary to complete the trip at an average speed of fifteen (15) miles per hour.



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(2) On all way-freight, through and mixed trains, not otherwise specified, detention will be paid for the time used in making the trip in excess of the time necessary to complete the trip at an average speed of eleven (11) miles per hour.

(3) Detention will be computed from the time crew is called to go to work until it is registered in at the arriving terminal. Time of work trains will commence thirty (30) minutes before leaving time of train.

(4) Fractions of an hour less than thirty (30) minutes will not be counted; fractions of an hour over (30) minutes will be counted one hour.

(5) Terminal delays in road service before departure will be reported on separate ticket, and will be paid for at detention rates. Delays of less than one hour and thirty minutes (1 hr. 30 min.) will not be counted. The time so made will be deducted from any detention earned on the trip.

(6) Terminal delays in road service after arrival to be reported on separate ticket, and will be paid for at detention rates. Delays of less than forty-five (45) minutes will not be counted. Delays over one hour and thirty minutes (1 hr. 30 min.) to count two hours.

Terminal delays will begin when train is registered in arriving at terminal and end when engine is delivered in engine house yard.

(7) Detention will be paid at mileage rates for the class of service performed, based on detention speed limits. Enginemen should be promptly notified and reason given when time shown on time tickets is not allowed.

## ARTICLE IV.

*Miscellaneous Service rates.*

(1) Enginemen acting as pilots will receive the engineer's rate for the class of service performed.

(2) Authorized dead-heading on Company business, two hundred (200) miles or less, will be paid minimum passenger rates for actual miles. Distances in excess of two hundred (200) miles, half minimum passenger rates.

(3) Engineers assigned to specified runs will be paid extra for work done outside of the regular run and work performed either before or after time card hours at the rates effective for the class of service performed, and failing to make a full month will be paid *pro rata* for the service performed.

(4) Shop time, including time acting as hostlers, will be computed at the rate of three dollars (\$3) for each day of ten (10) hours; five (5) hours or less will be paid half day, over (5) hours and less than ten (10) hours, one day.

## ARTICLE V.

Enginemen in freight or passenger service will be paid mileage from the track where they take the engine to track where they deliver it. Round trips 100 miles or more one way will be paid for as separate runs.

## ARTICLE VI.

Road enginemen called and cancelled within three (3) hours, having made no mileage, will be paid for (3) hours and stand first out. For less than five (5) hours or fifty miles, pay for five (5) hours or (50) miles will be allowed. When over five (5) hours or fifty (50) miles, pay for ten (10) hours or one hundred (100) miles will be allowed.

*Switch Engineers.*

Enginemen on switch engines will be paid five (5) hours for five (5) hours or less; over five (5) hours, actual time.

## ARTICLE VII.

Engineers held under orders for train or other service or attending court or coroner's inquests on legal cases for the Company will be allowed four dollars (\$4) for each twenty-four (24) hours or portion thereof, detention from duty. Firemen will be allowed two dollars and fifty cents (\$2.50) for each twenty-four hours' or portion thereof, detention from duty. When such service is done on a day upon which regular work is also performed payment will be made *pro rata* for the time so occupied. When such service is done on a lay-off day the full rate will be allowed. Expenses will be allowed at the rate of two dollars (\$2) each for twenty-four (24) hours away from home station. The court witness fees and mileage will be assigned to the Company.

## ARTICLE VIII.

Enginemen in charge of dead engines will be paid enginemen's minimum freight rates and overtime, if made.

## ARTICLE IX.

Enginemen on snow plough trains will be allowed actual mileage, including sidings ploughed.

## ARTICLE X.

Enginemen on work trains will be allowed pay for making repairs to engines before or after hours at pits or other work train points where there is no locomotive staff. Such work to be reported on a separate ticket.

Enginemen in work train service, if not required on Sunday, will be furnished passes and allowed to go home when such leave will not interfere with the service.

As assigned work crew running thirty (30) miles or more to or from work, mileage so run will be paid for at through freight rates; time so occupied not to be included in time paid for at work train rates.

Work train crews will be given opportunity for meals at reasonable hours and provided with reasonable sleeping accommodation.

## ARTICLE XI.

When an engineman in regular service is called upon temporarily to perform duties other than his own, except that of hostler, he will receive not less than his own rate of pay. This not to apply to extra men.

## ARTICLE XII.

Enginemen will not ordinarily be required to back up or run tender first in inclement weather or after dark except with work or construction trains or in case of emergency.

## ARTICLE XIII.

The engineer in charge of an engine ordered over any section or branch with which he is not familiar will, when necessary, be furnished with a competent pilot.

## ARTICLE XIV.

The handling of freight crews in the movement of traffic under normal conditions will, so far as practicable, be so arranged by the Company as to avoid excessive lay-over at other than home terminals.

## ARTICLE XV.

Enginemen taking engines from one terminal or division to another will be furnished passes to return home and will not be required to run out of any other than their home terminal unless agreeable to them or in case of emergency.

## ARTICLE XVI.

Engines running through terminals where roundhouse staff is employed, whether on round trip or over more than one section, will, where convenient, have coal shovelled ahead and fire and ash pan cleaned by roundhouse staff.

## ARTICLE XVII.

Engine cabs will be furnished with the usual seats and boxes suitable for storing clothes.

Engines should be so maintained that excessive and unnecessary steam blowing from any part will be avoided.

During cold weather the engine will be equipped with frost glasses on front cab window, side and back curtains, and back boards, and all openings about the cab, in running board and around the reverse lever, will be kept closed.

## ARTICLE XVIII.

When an engineman is discharged or resigns he will, as soon as practicable, be paid and given a certificate stating term of service and in what capacity he was employed.

## ARTICLE XIX.

If an engineman be taken off his run for any cause he shall, if he so desires, be given a hearing at which he shall have the right to have another engineman of his own selection appear and speak for him, and shall have the right to appeal from the decision of the local or the general officers of the Company. Should no decision be rendered within fifteen (15) days he shall receive pay until decision is rendered, and if proved innocent be reinstated and receive compensation for time lost.

## ARTICLE XX.

A revised seniority list of enginemen shall be posted at each roundhouse on the 1st of January each year.

## ARTICLE XXI.

Enginemen's seniority will date from day of commencing work.

## ARTICLE XXII.

Firemen will, conditions permitting, be called upon to pass examination for promotion in seniority turn and will be notified in writing within thirty (30) days thereafter of the results of such examination.

When conditions will not permit of a fireman taking his examination he will forfeit no rights thereby.

In the event of a fireman refusing to take or failing to pass the required examination he may be called upon again within six (6) months to pass a second examination. Firemen refusing to take or failing to pass a second examination will be placed at the foot of the eligible list or their services dispensed with, at the option of the Company.

## ARTICLE XXIII.

When necessary to transfer an engineman from one district or division to another, junior men will be transferred. If necessary for them to remain one year they will be classed as permanent men and retain seniority.

Promoted engineers put back firing will have priority over hired engineers and choice of runs, according to seniority.

## ARTICLE XXIV.

Engineman taken over with another road will hold their seniority on the lines acquired.



Enginemmen assigned by the Company to contractors' service will retain their seniority.

## ARTICLE XXV.

Senior enginemmen will have precedence in promotion and runs, dependent upon their general good conduct, faithful discharge of duty, and ability to assume increased responsibility, the master mechanic to be the judge.

## ARTICLE XXVI.

Any enginemmen refusing a run to which he is assigned will forfeit his rights to the man accepting it.

## ARTICLE XXVII.

If an engine assigned to a regular run is taken off such run, the enginemman assigned to such run will be furnished with another engine.

## ARTICLE XXVIII.

If a regular run be vacant for thirty (30) days or less the senior extra enginemman available will be used. If vacant for more than thirty (30) days the senior enginemman desiring the run will be used.

## ARTICLE XXIX.

The number of crews on a district shall be regulated so far as possible as to enable the men to make at least twenty-six hundred (2,600) miles or twenty-six (26) days per month.

## ARTICLE XXX.

Should enginemmen through sickness or injury become incapacitated for performing their work they may be assigned to such other service as they are capable of performing.

## ARTICLE XXXI.

Regularly appointed members of the Adjustment Committee of the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemmen will, when required to do committee work, be relieved from duty and furnished necessary transportation.

## ARTICLE XXXII.

At stations where no regular force is provided enginemmen will be paid..... for turning and properly housing each locomotive, day and night.

## ARTICLE XXXIII.

When enginemmen whose compensation is on a mileage basis are obliged to double grades on account of train tonnage exceeding rated capacity of locomotive, or to run for supply of coal or water, such mileage will be paid for at rate specified for district. The time so made will be deducted from any detention made. In other words, the Company shall not be required to pay twice for the same service.

## ARTICLE XXXIV.

Through freight locomotives and enginemmen not assigned to preferred freight runs will be run first in, first out on the district to which they belong, as far as practicable, in the service to which they are assigned.

## ARTICLE XXXV.

The spare list will be posted, it being the duty of spare men to give continual attention to it, and be prepared for duty at any time, unless they shall have received permission to be absent.

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## ARTICLE XXXVI.

Spare men not appearing when called will lose their turn and fall to the bottom of the list.

## ARTICLE XXXVII.

Enginemens must respond promptly to the call of duty. A grievance, real or imaginary, should take the form of a complaint to be inquired into and dealt with at the proper time. It does not justify refusal to comply with instructions.

## ARTICLE XXXVIII.

A caller will be kept at stations, where necessary, to call enginemens.

## ARTICLE XXXIX.

Men will be called at their regular registered residences and as near as possible two (2) hours before leaving time of train.

Each man when called must sign a call book which will show the time called and the departure time of the train called for.

## ARTICLE XL.

Enginemens who are assigned to regular runs will not be called for trains leaving between the hours of 8 a.m. and 9 p.m.

## ARTICLE XLI.

Enginemens after continuous service of fifteen (15) hours or more shall have eight (8) hours' rest before they are again called for service, except in case of emergency.

## ARTICLE XLII.

Leave of absence must be obtained from the foreman in charge in the event of illness. Notice must be immediately given so that a substitute may be provided.

## ARTICLE XLIII.

Frequenting saloons, the use of intoxicating liquors or insubordination will be sufficient cause for dismissal.

## ARTICLE XLIV.

*General Duties.*

(1) To economically handle and use the oil, coal, sand, water, waste and other supplies;

(2) To report for duty and register out forty-five (45) minutes previous to the time called to leave and to be on hand and have the locomotive in readiness to start with train at the time called to leave;

(3) To examine bulletin books and notice boards before leaving a terminal.

(4) To enter rest required immediately on arrival at terminal in book provided for that purpose. If leave of absence on account of sickness or for any reason other than for rest is desired, to report personally to the foreman or his substitute.

(5) To assist in every manner possible in the event of a locomotive failure or casualty, to avoid delay to the train and to clear the main line.

(6) To make the light repairs which may be necessary to keep the locomotives in good condition for service until they can be taken to the roundhouse or terminal.

*Duties at Roundhouse Terminals.*

## ENGINEERS.

(1) To make the usual hammer test inspection of the locomotive both before and after leaving terminal, and engineers will be held responsible for any defects found inside the frame of engines except where they have booked inspection to be made, which must be only at points where and at times when there are no means of making inspection.

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(2) To see that the locomotive has its proper equipment and a full supply of oil, sand, water, coal and other supplies before leaving the roundhouse to go out on a run. In the case of locomotives requiring to be equipped with tools before going into service such work will be attended to by the shop staff.

(3) To test the air pump, both injectors, lubricators and steam heating equipment and to know that they are in proper working order previous to leaving roundhouse to go out on run.

(4) To personally test the air brake and signal whistle equipment by operating the engineer's brake valve and the angle cocks at the rear end of the tender, and to see that this equipment is in good working order, previous to leaving roundhouse tracks to go out on a run.

(5) To adjust the feeds of all oil cups and to close the feeds immediately on arrival at a terminal.

(6) To see that the automatic coupler knuckles are closed and that the air and steam hose are coupled to their respective fastenings, before the locomotive is delivered at a terminal.

(7) To see that heaters are applied during severe weather to all pipes requiring such and before locomotives are delivered at a terminal.

(8) To drain the water of condensation from the main and auxiliary reservoirs, triple valves, drain cups, and all other portions of the air brake equipment, to prevent its accumulation, and in addition to see that the engine and tender and air appliances that are liable to damage by frost are properly drained when an engine becomes disabled for service.

(9) To see that a judicious amount of water is left in the boilers of locomotives before they are delivered at a roundhouse after arriving at a terminal.

(10) To register in immediately on arrival at a terminal and to make out the trip tickets and forms used in reporting train detention, casualties, personal injuries, stock struck, fires, &c., when such reports are necessary, before leaving the Company's premises.

(11) To make, immediately on arrival at a terminal, a complete written report of all work necessary to be done by the roundhouse force on the assigned locomotive.

(12) To keep in adjustment the travel of the driver and engine truck brake cylinder pistons, when the same can be reached from the outside, and to remedy or make prompt report of all irregularities.

(13) To care for the trimming of eccentric straps, also for the trimming of the top of the driver boxes where they can be conveniently got at. When this work is reported it will be attended to by shop staff.

(14) To pack the steam and air stuffing boxes on the boiler head and other steam throttles when it can be done with steam in the boiler and can be conveniently reached. This work to be done by the shop staff when reported.

(15) To pack the steam and air end stuffing boxes of the air pump piston rod.

(16) To apply swabs to the valve stem, piston rod and air pump piston rod glands.

(17) To pack the valve stem and piston rod stuffing boxes of locomotives not equipped with metallic packing.

(18) To clean and care for the head lamp, reflector, burner, chimney and the glass to the cage.

(19) To care for the locomotive equipment.

(20) To care for the air pump and see that it is kept in a clean condition and properly lubricated.

(21) To make a complete and intelligent report of work necessary to be done on locomotives going to the shops for repairs.



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## DUTIES IN SERVICE ON THE ROAD.

## ENGINEERS.

(1) To make as many intermediate inspections of the locomotives as opportunity may afford.

(2) To renew the water gauge and lubricate glasses.

(3) To tighten the nuts of all bolts found to be loose.

(4) To close the feeds of all lubricators and oil cups when lying at stations or on side tracks for over five minutes.

(5) To see that the heaters are applied properly to all injectors, steam heat, rail cleaner and other pipes requiring such heaters during severe weather.

(6) To be responsible for the steam pressure and water in the boiler and the steam heat line, and the air pressure in the train and signal lines being maintained and not increased.

(7) To prevent such firing of a boiler as will produce black smoke and cause the steam to be relieved through the pop valves; all the surplus steam to be blown into the tender feed water.

(8) To see that the firemen attend to the duties assigned to them and that they comply with the instructions in effect.

(9) To handle the locomotive in such a manner as will give the best result, both as regards economy and efficiency; to make up all the time possible with trains that may be late or important and to handle the air brake and steam heat equipment in accordance with instructions, and to render the best of service.

(10) To make a telegraphic report to the master mechanic of slid or flat wheels under locomotives, and of accidents which result in damage to machinery or personal injury, and of causes for unusual delays to trains which may be chargeable to the motive power department.

(11) To immediately notify the conductor in the event of a locomotive becoming disabled on the road so as to cause delay to trains, as to the reason of the failure, how soon the locomotive will be ready to proceed and with what portion of the train, so that the trainmaster can be advised and issue the necessary instructions.

## DUTIES OF FIREMEN AT ROUNDHOUSE TERMINALS.

## FIREMEN.

(1) To draw the necessary supply of oil, waste and stores immediately on arrival at the roundhouse or previous to going out on a run.

(2) To fill the lubricator and the head-lamp oil reservoir, also the cab blizzard and hand signal lamp reservoirs on arrival at the terminal.

(3) To care for all lamps but the head-lamp, and to clean the cage of the latter.

(4) To assist the engineer in caring for the locomotive equipment.

(5) To shovel the coal from the rear end of the tender at least once during each week, and to trim the coal from the sides of the tender at all terminals or immediate coal stations.

(6) To keep the rear end tender deck around the water hole clean at all times, and the drains open.

(7) At points where no shop staff is employed, if required, before or after hours, to clean the fires of pilot, pusher or switch locomotives, and to wipe the running gear and the tenders of such pilot, pusher or switch locomotives, they shall be paid at regular rates for such services.

(8) To keep all tender tool and equipment boxes and the equipment contained therein in a clean and orderly condition.

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## DUTIES IN SERVICE ON THE ROAD.

- (1) To be subordinate to the engineer.
- (2) To be held strictly responsible to the engineer for the condition of the grates, ashpan and dampers, and all the rigging pertaining thereto, and to know that the necessary firing tools are on the locomotive previous to leaving the roundhouse tracks to go out on a run.
- (3) To comply with the instructions in effect in regard to the economical firing of locomotives and the use of surplus steam.
- (4) To be on the lookout for and to receive all the signals which may be given or located on the left side of the locomotives, and to transmit them promptly and correctly to the engineer.
- (5) To be on the lookout for and to report to the engineer promptly all irregularities which may be detected in the operation of the locomotive.
- (6) To have the fire in readiness for the run, and the full pressure of steam in the boiler at the time the locomotive is coupled to the train and the latter is ready to leave.
- (7) To keep on the locomotive one red and one white lantern, lighted and in readiness for immediate service from sunset to sunrise. Four torpedoes must be attached to the frame of the red lantern.
- (8) To keep the cab foot plate clean and dampened, and the coal wetted down and well raked in from the sides of the gangway during the trip over the road.
- (9) To leave the locomotive at the end of the trip or day's work with a bright fire on the grates, and especially next to the tube sheet.
- (10) To remove from the locomotive all the train signal flags and lights immediately on arrival at the roundhouse terminal.
- (11) Road firemen will be relieved from all brass scouring and all cleaning outside the cab while the engine is in service, but will clean the cab interior and sweep the cab and deck, provided such parts are in a cleanly condition when the engine is turned out for service.

(Sgd.) R. F. SUTHERLAND,  
Chairman.

(Sgd.) F. H. MCGUIGAN,  
For the Company.

(Sgd.) J. G. O'DONOGHUE,  
For the Employees.

## SCHEDULE.

Schedule of rates of pay and rules for conductors, brakemen, brakemen and yardmen, Grand Trunk Pacific lines west of Fort William.

Passenger trains, for average monthly mileage of 5,000 miles or less:—

	Per month.
Conductors will be paid. . . . .	\$ 135 00
Brakemen will be paid. . . . .	72 75

All mileage in excess of 5,000 miles per month will be paid pro rata.

	Conductors.	Brakemen.
Through freight trains per 100 mile. . . . .	\$3 80	\$2 60
Way-freight and mixed trains per 100 mile. . . . .	4 18	2 86
Work train, helper or pusher, per hour. . . . .	0 38	0 26

SESSIONAL PAPER No. 36

*Rules for Trainmen.*

## ARTICLE I.

Light running and piloting will be paid for at rates for class of service performed.

The mixed trains as at present run, and similar runs added, will be classed and paid as way-freight runs.

## ARTICLE II.

Snow plough and flanger trains will be paid for at through freight rates. Trainmen will not be required, except in case of emergency, to ride in plough, but will be supplied with a caboose or other suitable car.

## ARTICLE III.

Trainmen deadheading or travelling passenger on Company's instructions will be paid at the same rate as the corresponding men running the train on which they travel.

The crew standing second out will dead head and will stand first out of the distant terminal.

(b). Trainmen deadheading on passenger trains at the instance of the Company, 200 miles or more, will be paid one-half passenger rates; otherwise they will be paid as per clause (a).

## ARTICLE IV.

Through freight trainmen regularly required to load or unload way-freight *en route* will be paid at way-freight rates for the time so occupied, but not in excess of way-freight rates for the full trip, such time to be deducted in computing overtime.

## ARTICLE V.

When a passenger train averages less than fifteen miles an hour, and any other train less than eleven miles per hour, overtime will be paid *pro rata* for time consumed in excess of these respective averages from the time crew is called to leave terminal until booked off duty at the arriving terminal—less than thirty minutes not to count, thirty minutes or over to be counted one hour. In work train service time will be computed beginning thirty minutes before leaving time, except spotting crews.

## ARTICLE VI.

When obliged to double grades on account of train tonnage exceeding rated capacity of locomotive, or to run for coal or water, such mileage will be paid for at rate specified for the district. The time so made will be deducted from any overtime earned.

## ARTICLE VII.

Trainmen called and cancelled within three hours, having made no mileage, will be paid for three hours and stand first out. For less than five hours or fifty miles, pay for five hours or fifty miles will be allowed. For over five hours or fifty miles, pay for ten hours or one hundred miles will be allowed.

## ARTICLE VIII.

(a) Trainmen on wrecking trains will be allowed actual mileage to and from working limits, and work train rates while at work.

(b) Trainmen will be furnished passes and allowed to go home for Sunday if the train service will permit and it will not interfere with the work service.

(c) Unassigned freight crews will, when practicable, be selected for work train service, seniority to govern.

## ARTICLE IX.

Trainmen held under orders for train or other service will be paid ten miles per hour at freight rates for the last ten hours or portion thereof in every twenty-four



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hours so held, less any mileage or time otherwise paid them during the said twenty-four hours. When attending court away from home on Company's instructions will also be allowed \$2 per day expenses. Witness fees and mileage shall be assigned to the Company.

## ARTICLE X.

Trainmen required to coal engines *en route* will be paid at the rate of thirty-three cents per hour for the time so occupied, and this time will be deducted in computing overtime.

## ARTICLE XI.

Trainmen shall be promptly notified and reason given when time shown on time tickets is not allowed.

## ARTICLE XII.

When the business of the Company requires temporary transfer of men from one district or division to another, the competent junior men in service shall be transferred and hold their seniority on the districts to which they belong. Promoted conductors put back braking will have priority over hired conductors and choice of runs according to seniority.

## ARTICLE XIII.

Trainmen who have been on duty twelve hours or more will not be called again for immediate duty if they require rest, the men to be judge of their own condition, but eight hours' rest is to be considered sufficient, except in extreme cases. The required rest must be booked on arrival.

## ARTICLE XIV.

Freight trainmen living within one mile of yard office and passenger trainmen living within one mile of the passenger station will be called as nearly as possible in time to be on duty forty-five minutes and thirty minutes respectively before leaving time of train. Caller will be furnished with a book in which the time the train is to leave will be registered and in which trainmen will sign their names. Regular men assigned to trains leaving between 8 a.m. and 9 p.m. will not be called.

## ARTICLE XV.

Trainmen assigned to regular runs will not be required to remain in caboose at terminal points, and unless notified that they will be required before their regular runs will not be considered absent from duty if address is given where they can be called if required, and crews so advised will be given their turn out with unassigned crews.

## ARTICLE XVI.

Unassigned crews in freight service will be run first in, first out of terminals.

## ARTICLE XVII.

The number of crews on any district shall be regulated so far as possible to enable the men to make at least 2,600 miles, or 26 days per month.

## ARTICLE XVIII.

If a trainman be taken off his run for any cause, he shall, if he so desires, be given a hearing at which he shall have the right to have another trainman of his own selection appear and speak for him, and shall have the right to appeal from the decision of the local to the general officers of the Company. Should no decision be rendered within fifteen days, he shall receive pay until decision is arrived at, and if proved innocent shall be reinstated and receive compensation for the time lost.

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## ARTICLE XIX.

When a trainman is discharged or resigns he will, as soon as practicable, be paid and given a certificate stating term of service and capacity employed.

## ARTICLE XX.

Senior trainmen will have precedence in promotion and runs, dependent upon their general good conduct, faithful discharge of their duty and ability to assume increased responsibility, the superintendent to be the judge.

A revised seniority list of trainmen shall be posted at each terminal on the first of January each year.

## ARTICLE XXI.

Trainmen will not, if avoidable, be compelled to handle, in trains, cars, the draft gear of which is defective and requires to be chained, beyond next terminal.

## ARTICLE XXII.

Members of adjustment committees regularly appointed shall be relieved when required to do committee work, and furnished necessary transportation, sufficient notice to be given superintendent so that service will not suffer.

## ARTICLE XXIII.

Crews assigned to regular runs will not be called upon to do other work when it can reasonably be avoided.

## ARTICLE XXIV.

Trainmen running snow ploughs will be allowed actual mileage, including sidings ploughed.

## ARTICLE XXV.

Should trainmen through sickness or injury become incapacitated for performing their work they may be assigned to such other service as they are capable of performing.

## ARTICLE XXVI.

Trainmen will, conditions permitting, be called upon to pass their examinations for promotions in seniority turn, and will be notified in writing within thirty (30) days thereof of the results of such examinations.

When conditions will not permit a trainman taking his examinations, he shall forfeit no rights thereby.

In the event of a trainman refusing to take, or failing to pass, the required examination, he may be called upon again within six (6) months to pass a second examination. Trainmen refusing to take, or failing to pass, a second examination, will be placed at the foot of the eligible list or their services dispensed with, at the option of the company.

## ARTICLE XXVII.

Trainmen taken over with another road will hold their seniority on the lines acquired.

Trainmen assigned by the Company to contractors' service will retain their seniority.

## ARTICLE XXVIII.

Any trainman refusing a run which he is assigned will forfeit his rights to the man accepting it.

## ARTICLE XXIX.

If a trainman assigned to a regular run is taken off such run the trainman assigned to such run will be furnished with another run.

ARTICLE XXX.

If a regular run be vacant for thirty (30) days or less the senior extra trainman available shall be used; if vacant for more than thirty (30) days, the senior trainmen desiring the run shall be used.

ARTICLE XXXI.

A revised seniority list of trainmen shall be bulletined on the 1st of January of each year.

Trainmen's seniority will date from the day of commencing work.

ARTICLE XXXII.

Unassigned trainmen running work trains thirty (30) miles or more to or from work, the mileage so run will be paid for at through freight rates, the time so occupied not being included in time paid for at work train rates.

ARTICLE XXXIII.

Trainmen will be given opportunity for meals at reasonable hours.

ARTICLE XXXIV.

The handling of freight crews in the movement of traffic under normal conditions will, so far as practicable, be so arranged by the Company as to avoid excessive lay over at other than home terminals.

RULES AND RATES FOR YARDMEN.

Rates.	Day.	Night.
Yard foremen, per hour. . . . .	\$0 35	\$0 37
Yardmen, per hour. . . . .	0 32	0 34

Ten hours will constitute a day's work.

ARTICLE I.

Articles 11, 20 and 27 in trainmen's schedule will apply to yardmen.

ARTICLE II.

When held off duty on Company's instructions, yardmen will be paid schedule rates for time so lost and will receive \$2 a day for expenses while away from home.

ARTICLE III.

Overtime will be paid *pro rata* on basis of one-tenth of one hour for every six minutes worked, less than three minutes not to count, three to six minutes to count as one-tenth of an hour.

ARTICLE IV.

Yardmen, when possible, will be allowed one hour for meals between the fifth and seventh hour after coming on duty. Failing this, they will be paid for meal hour, and allowed twenty minutes for lunch.

ARTICLE V.

Except in case of emergency, yardmen will not be compelled to work with an engine not properly equipped with foot boards, grab irons and automatic couplers.

R. F. SUTHERLAND,  
Chairman.  
F. H. MCGUIGAN,  
For the Company.  
J. G. O'DONOGHUE,  
For the Employees.



**XIII.—APPLICATION FROM MAINTENANCE-OF-WAY EMPLOYEES OF THE CANADIAN NORTHERN RAILWAY COMPANY ON LINES WEST OF PORT ARTHUR, ONT.—BOARD ESTABLISHED—AGREEMENT CONCLUDED ON ALL POINTS—STRIKE AVERTED.**

*Application received.*—June 8, 1909.

*Parties concerned.*—Canadian Northern Railway Company and its maintenance-of-way employees on lines west of Port Arthur, Ont.

*Applicants.*—Employees.

*Nature of industry concerned.*—Railways.

*Nature of dispute.*—Wages and conditions of labour.

*Number of employees affected.*—Directly, 1,100; indirectly, 700.

*Date of constitution of Board.*—June 24, 1909.

*Membership of Board.*—His Honour Judge R. H. Myers, Winnipeg, Man., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. W. J. Christie, Winnipeg, Man., appointed on the recommendation of the employing Company; and Mr. J. G. O'Donoghue, Toronto, Ont., appointed on the recommendation of the employees.

*Report received.*—July 21, 1909.

*Result of inquiry.*—Agreement concluded on all points; strike being thereby averted.

The Minister received on July 21 the report of the Board established in the matter of a dispute between the Canadian Northern Railway Company and its maintenance-of-way employees, to the number of 1,000, members of the International Brotherhood of Maintenance-of-Way Employees; also a minority report in the same matter signed by Mr. W. J. Christie, member of the Board appointed on the recommendation of the employers. This Board, which was composed of Mr. W. J. Christie, of Winnipeg, member appointed on the recommendation of the employers; Mr. J. G. O'Donoghue, of Toronto, member appointed on the recommendation of the employees; and His Honour Judge Myers, of Winnipeg, chairman, appointed by the Minister of Labour, was established on June 14, and assembled in Winnipeg on July 5.

Upon receipt of the findings of the Board, inquiry was made by the Minister of Labour to ascertain whether the same were acceptable to the parties as an adjustment of the dispute. A letter was received under date of July 17 from Mr. A. B. Lowe, president of the International Brotherhood of Maintenance-of-Way Employees, in which it was stated that the employees concerned had accepted the findings of the Board in this matter. On August 13 the Minister of Labour was informed by the Canadian Northern Railway Company that a settlement had been arrived at between the Company and its maintenance-of-way employees. On August 17 a letter was received from Mr. A. B. Lowe, president of the International Brotherhood of Maintenance-of-Way Employees, in which it was stated that the whole matter was happily settled by the acceptance of the award by the Company and the signing up by the men's representative and by the manager of a schedule based upon the Board's award. In a circular addressed by President Lowe to members of the International Brotherhood of Maintenance-of-Way Employees on the Canadian Northern Railway system, it was stated that 'in my last circular I told you of the deadlock between your com-

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mittee and the management over the revision of your schedule which had been in operation for about two years. You are also aware that the whole matter of rules and rates was referred to arbitration under the Lemieux Act. The award, I am glad to say, was generally favourable to you, but was not regarded by the Company as being quite fair to them. Both, however, accepted the award, but in the adjustment of your schedule to the award by the management and your joint protective board, some slight changes were mutually agreed to, so that while the schedule is not in the exact terms of the award, it was satisfactory both to the management and your joint protective board, and meets with my hearty approval. The permanent sectionmen retain their \$1.75 per day; the pump repairers, who were not on the schedule before, are now upon it and receive \$3 per month more than the award gave them. All section foremen, bridge and building and water service men receive an increase, and no less than eight sections have been given yard rates, an increase of 20 cents per day to each.'

When the Board met it was learned that several of the questions in dispute had been practically settled and that the Company had submitted a draft agreement leaving unsettled only two matters, viz.: 1. The wages to be paid the sectionmen or permanent labourers on the entire system, and, 2, the compensation to be paid repairers. This draft agreement was acceptable to the men and the efforts of the Board were accordingly confined to the outstanding matters aforesaid. The permanent labourers had been receiving during the past two years \$1.75 per day from the Canadian Northern. This class of workmen were paid on the Canadian Pacific railroad the sum of \$1.75 at the terminal yards, Fort William, Winnipeg, Brandon and Moosejaw, and \$1.70 per day at all other places. The Canadian Northern Railway Company desired to reduce the wages of this class of men in their employ to a corresponding or similar rate to that paid by the Canadian Pacific. The Board, however, found that the wages paid by the Canadian Northern Railway to other classes of maintenance-of-way men were less than the wages paid similar classes in the service of the Canadian Pacific, and that, on the whole, the general difference is not appreciable. The representatives of the men, while demanding an increase to \$1.80 per day for these permanent labourers, seemed willing to accept the rate of \$1.75 along with the schedule of wages as proposed for all such other classes. The Board found that the Company offered little evidence in support of their desire for a reduction of the men's wages and that the Canadian Northern should continue to pay these permanent labourers \$1.75 per day.

In respect of the pump repairers, the Board was of opinion that the wages now paid to them, viz.: \$90 per month, without an allowance for expenses while away from headquarters, should not be disturbed. While the conclusion arrived at with regard to pump repairers did not meet with the approval of Mr. O'Donoghue, yet he consented to subscribe to this report in order to obtain a settlement of all outstanding differences.

In his minority report Mr. W. J. Christie declared that 'the principal evidence on behalf of the employees was given by Mr. Fljoldal and Mr. Lowe, who both live in a foreign country and could not give evidence from personal experience of the conditions that exist in Western Canada.' Mr. Christie, in declining to subscribe to the report of the Board, expressed also the opinion that 'sufficient effort was not made to bring about a settlement and that settlement could not be justly made without asking for evidence and considering the case of the men employed in every department of the maintenance-of-way.' The report of the Board, in his judgment, asked the Canadian Northern Railway Company to pay 5 cents a day more for permanent labourers and 6 cents a day more for section foremen than the highest wages paid by any of the railway companies they are competing with. Mr. Christie attached to his report a draft agreement which he desires to make operative from July 1, 1909, to June 30, 1911.

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## TEXT OF REPORT.

The text of the findings of the Board is as follows:—

WINNIPEG, Man., July 16, 1909.

The Hon. W. L. MACKENZIE KING,  
Minister of Labour,  
Ottawa, Ont.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Canadian Northern Railway Company, employer, and the said Company's maintenance of waymen employees.

SIR,—The Board of Conciliation and Investigation appointed herein under the provision of the above named Act and composed as follows: John G. O'Donoghue, of Toronto, Ontario, recommended by the employees;; William John Christie, of Winnipeg, Manitoba, recommended by the Company; and His Honour Judge Robert H. Myers, of Winnipeg, Manitoba, appointed by the Minister of Labour as chairman of the Board, beg to report as follows: —

All the members of the Board attended all the meetings and these meetings were all held in Winnipeg, commencing on Monday, the 5th day of July, 1909.

Sessions of the Board were held by mutual agreement in the office of the general superintendent of the Company, the men being represented by Mr. Lowe and Mr. Fljzodal, and the Company by Mr. Cameron and Mr. Warren. Witnesses were examined on behalf of each party and all statements made and evidence tendered were heard. Conferences were also had with the representatives of the men and with General Manager MacLeod and General Superintendent Cameron and diligent efforts made to effect an amicable settlement of the differences during the whole of last week and the three days of this present week.

When the Board first met it was learned that several of the questions in dispute had been practically settled, and that the Company had submitted the draft agreement hereto annexed, leaving unsettled only two matters, namely, (a) the wages to be paid section men or permanent labourers on the entire system, and (b) the compensation to be paid or allowed pump repairers. This draft agreement was acceptable to the men and therefore our efforts were limited to the two matters aforesaid.

The permanent labourers had been receiving during the past two years \$1.75 per day from the Canadian Northern. This class of workmen were paid on the Canadian Pacific Railroad the sum of \$1.75 at the terminal yards, Fort William, Winnipeg, Brandon and Moosejaw, and \$1.70 per day at all other places.

The Canadian Northern Railway Company desired to reduce the wages of this class of men in their employ to a corresponding or similar rate to that paid by the Canadian Pacific.

The Board, however, find that the wages paid by the Canadian Northern to other classes of maintenance-of-way men are less than the wages paid similar classes in the service of the Canadian Pacific, and, on the whole, the general difference is not appreciable.

The representatives of the men, while demanding an increase to \$1.80 per day for these permanent labourers, seemed willing to accept the rate of \$1.75 along with the schedule of wages as proposed for all such other classes. The Canadian Northern offered little evidence in support of their desire for a reduction of the men's wages.

The Board considered and discussed all phases of the differences in an endeavour to effect a conciliation, but found it impossible to secure an agreement on this one point. The representatives of the Company at the final conference seemed willing to recommend that the permanent labourers be paid \$1.75 per day at the terminal or divisional yards at Port Arthur, Winnipeg, Dauphin and Edmonton (estimated at about 50 men) and \$1.70 per day at all other points (estimated at about five



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hundred and thirty men), but the representatives of the men refused to accept less than a renewal of the old wage scale, namely, a daily wage of \$1.75 to each permanent labourer without distinction as to place employed.

After hearing and considering all the evidence and arguments and statements advanced, the undersigned members of the Board feel, especially in view of the cost of living, the wages generally paid to labourers and the importance of the services rendered, that the Canadian Northern should continue to pay these permanent labourers \$1.75 per day and that figure should be inserted in the wage schedule attached to the draft agreement where the blank space has been left for the amount fixed upon.

The case for the pump repairers (of whom there are nine) was ably presented to the Board by Mr. Keyes and the above named representatives of the men, but the Board are of the opinion that the wages now being paid to them, namely, \$90 per month without any allowance for expenses while they are away from headquarters, should not be disturbed, and that this sum be set opposite the pump repairers in the above mentioned wage schedule.

While the conclusion arrived at with regard to the pump repairers does not meet with the approval of Mr. O'Donoghue, yet he has consented to subscribe to this report in order to obtain a settlement of all outstanding differences.

We recommend that both employer and employees accept our decision above stated and unite in completing and concluding the said annexed agreement as above suggested, the date from which same shall be effective to be inserted as the 1st of July, 1909.

Our colleague, Mr. W. J. Christie, takes the view that these permanent labourers should not be paid by the Canadian Northern more than is being paid by its chief competitor, the Canadian Pacific, and will submit a minority report.

All of which is respectfully submitted.

(Sgd.) R. HILL MYERS,  
Chairman.  
“ J. G. O'DONOGHUE,  
For the Men.

### **Agreement between the Canadian Northern Railway Company and its Maintenance-of-Way Employees.**

SECTION.—By permanent maintenance-of-way employees is meant men employed in the track, bridge and building department, signalmen, pumpmen and pump repairers on such parts of the line that are open for traffic, and who have been in the maintenance-of-way service continuously for one year or more, or who have had one year's cumulative service during the three years immediately preceding, and the same will hereafter be referred to as 'employees.' Labourers in extra gangs, unless practically engaged all the year round, will not be ranked as permanent employees.

SECTION 2. Ten hours shall constitute a day's work. When required to work in excess of ten hours, time and a half will be allowed for such excess work and for work done on Sundays and Christmas day.

(a) The hours of track and bridge watchmen and signalmen will be twelve hours in each twenty-four. Twelve hours either continuously or intermittingly will constitute a day, but they shall receive at least eight hours continuous rest in each twenty-four.

(b) At regular pumping stations, where the amount of work is such that it is necessary for pumpmen to work continuously for twelve hours in order to keep the supply up, overtime, if worked, will be paid *pro rata* up to 24 K. and 24 K. and 7 K., at rate of time and a half.

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(c) In cases of emergencies employees will not be required to work more than twenty-four hours continuously without a rest of eight hours.

(d) Section foremen and sectionmen travelling on orders of the Company to and from work after regular working hours will be allowed straight time. Members of bridge and building gangs travelling on orders from the Company to and from work after their regular hours, will be allowed straight time, except when provided with boarding and sleeping cars to carry them to and from work. Members of regular bridge and building gangs travelling in boarding cars at the request of the Company on Sunday between 7 a.m. and 6 p.m. will be allowed straight time.

SECTION 3. Employees taken off their regular sections temporarily to work on snow or tie trains or other work, will be compensated for the extra expense they necessarily incur, such expenses not to exceed fifty cents per day.

SECTION 4. Employees required to attend to and light semaphore or switch lamps, before or after regular working hours, will receive therefor \$4 per month for six or less lamps, and 50 cents per lamp per month for those in excess of six. When lamps are located beyond the yard limit they will be attended to during regular working hours.

SECTION 5. Employees will be promoted hereafter on their respective superintendent's divisions in order of seniority, provided they are qualified. The several senior qualified employees shall be advised of all vacancies in the position of foremen, and their applications if presented within five days after being notified will be considered. Employees may be transferred from one division to another for extra gang work or on opening of new lines, or when the necessary qualified men for maintenance-of-work are not obtainable on the division.

(a) In promoting employees to the position of roadmaster or bridge and building master, men may be taken from any point on the system, according to seniority, if competent.

(b) Employees refusing promotion will become junior to those accepting such promotion.

(c) An employee who is transferred to another department or from the bridge and building department to the track department, or vice versa, at his own request will lose his seniority standing.

(d) Employees unable to read or write English need not be promoted.

(e) A list of all employees will be prepared for each superintendent's division, and such lists will show the seniority standing of each employee. The lists will be revised from time to time to agree with the length of service and promotions made, and a copy will be furnished to the employees' representative, which will be open for inspection and correction on proper representation.

(f) In the event of a reduction in the number of men employed, those longest in the service shall be given preference of employment.

(g) The position of track and bridge watchmen and signalmen is not one subject to the general rules of promotion, being intended to take care of men in any department who become unfitted for other service.

SECTION 6. Leave of absence and free transportation will be granted to members of duly appointed committees for the adjustment of matters in dispute between the Company and employees so far as is consistent with good service, within ten (10) days after request in writing has been made on the proper officers.

SECTION 7. Employees suspended or dismissed, who consider they have been unjustly treated, will receive full and impartial hearing, and will be advised of decisions reached within fifteen days after the time of their suspension or dismissal. Should the investigation show that the suspension or dismissal was unjust, time will be allowed and employee reinstated. Appeals from decisions must be made in writing

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by the employee through his roadmaster or bridge and building master within fifteen (15) days after being advised of such decision.

(a) Permanent employees, leaving the service of the Company, from any cause whatever, will be furnished with service letter if requested.

SECTION 8. Employees will be granted leave of absence four times a year. Such free transportation will not extend beyond their superintendent's division, and the leave of absence will not exceed two days, and then only when consistent with good service, and provided the Company is not put to any additional expense.

SECTION 9. Permanent employees will be granted once per year transportation to any system in favour of themselves and members of their families, dependent upon them for support.

SECTION 10. The Company will keep all section houses in good repair, the cost of repairs, other than ordinary wear and tear, to be charged to occupants.

SECTION 11. Where water is transported for use of section gangs, good water will be provided.

SECTION 12. A member of the household of permanent employees will be furnished with free transportation once a month to and from points where reasonable prices prevail for the purpose of purchasing supplies. Such transportation may be used by any member of the family only.

SECTION 13. Free transportation will be granted to nurses, when their services are required by employees in isolated districts from points where they are obtainable, on presentation of a certificate from attending physician.

SECTION 14. Bridge and building gangs shall be composed of:—

1st. Foremen.

2nd. Carpenters, who shall be skilled mechanics in house and bench work, and have a proper kit of carpenter's tools.

3rd. Bridgemen, who shall be rough carpenters, expert saw, axe and hammermen, and have a general experience in bridge work.

#### RATES OF PAY FOR TRACKMEN.

##### *Yard foremen—*

	Per day.
Port Arthur, Winnipeg and Edmonton. . . . .	\$ 2 75

##### *Yard foremen—*

Atitokan, Rainy River, Portage la Prairie, Dauphin, Kamsack, Humboldt, N. Battleford, Vermilion, Emerson, Belmont, Brandon, Swan River, Prince Albert, Saskatoon, Neepawa, Morris, Fort Francis, Moranville and Kipling. . . . .	2 60
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##### *Sectionmen—*

Assistant foremen. . . . .	2 50
Section foreman in charge of snow plough or flanger. . . . .	3 20
Foremen in charge of extra gangs. . . . .	\$2 50 to 3 45

##### *Rates of pay for signalmen—*

Signalmen at crossings. . . . .	1 50
Signalmen at interlocking crossings. . . . .	1 75

##### *Rates for pay for bridge and building men—*

Foremen. . . . .	\$3 20 to \$3 45
Carpenters. . . . .	2 80 to 3 00
Bridgemen. . . . .	2 15 to 2 80
Labourers. . . . .	



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*Rates of pay for pumpmen—*

	Per month.
Pumpmen, one pump. . . . .	\$48 00
Pumpmen, two pumps. . . . .	58 00
Pumpment, three pumps. . . . .	58 00
Pump repairers. . . . .	

These rules will not take away any privileges that are now in effect with employees. They will become effective. . . . ., and will remain in force until either party desiring a change gives the other party sixty (60) days' notice.

For Maintenance-of-Way Employees:

.....  
General Chairman.

.....  
Vice-Chairman.

For Canadian Northern Railway Co.:

.....  
General Superintendent.

## MINORITY REPORT.

The minority report of Mr. W. J. Christie, member of the Board appointed on the recommendation of the Company, is as follows:—

Winnipeg, Man., 15th July, 1909.

The Hon. W. L. MACKENZIE KING,  
Minister of Labour,  
Ottawa, Canada.

SIR,—In the matter of dispute between the maintenance-of-way employees of the Canadian Northern Railway Company and the Canadian Northern Railway Company.

The Board of Conciliation and Investigation appointed by you under the Industrial Disputes and Investigation Act of 1907, being composed of His Honour Judge Robert H. Myers, of Winnipeg, Manitoba, chairman of the Board; J. G. O'Donoghue, of Toronto, Ontario, recommended by the employees; and W. J. Christie, of Winnipeg, Manitoba, recommended by the Company, beg to report as follows:—

The Board began its sittings on the 5th day of July, 1909, in the Company's offices, which were courteously placed at their disposal. All meetings were attended by the full Board.

The employees were represented by Mr. Lowe and Mr. Fljozdal, both citizens of the United States, and the Company by Mr. Cameron and Mr. Warren, of Winnipeg. The witnesses were not examined under oath.

Besides Mr. Lowe and Mr. Fljozdal only one witness was examined on behalf of the employees. This man was at one time a tank repair employee, but has some time since left the service of the Company, so that practically no evidence was offered from anybody at present employed in the service of the Company.

The principal evidence on behalf of the employees was given by Mr. Fljozdal and Mr. Lowe, who both live in a foreign country, and could not give evidence from personal experience of the conditions that exist in Western Canada.

As it was supposed the employees were asking for a change it was only reasonable to think that they would offer some evidence direct from their number.

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In opening the case it was suggested that the Company and men differed on wages in only two classes of workmen; that is, the pump repairers and labourers employed on sections who have been in the service of the Company for one year or more. This proved not to be the condition that existed.

On investigation it was found that Mr. Cameron, general superintendent of the Company, was willing to recommend to the management a schedule of wages for all classes of workmen employed in the maintenance-of-way, but would not do so until the full schedule was accepted by the employees. This appeared to be accepted by the men with the exception of wages of the pump repairers and permanent labourers. Mr. Cameron agreed to recommend that the permanent labourers should be paid the same wages as similar men employed by the Canadian Pacific Railway, but when the complete schedule of wages was not accepted by the men the duty of the Board of Conciliation was to open the case, take evidence of the wages of each class of men employed and use our best efforts to bring the men and the Company together, as one can readily realize the hardship a strike means to the families of the employees.

Evidence was only taken as to the wages paid the permanent labourers and those employed in repairing pumps. The evidence submitted was that the permanent labourers were paid by the Canadian Pacific Railway \$1.75 per day in first-class yards and \$1.70 per day in second-class sections, and that the Great Northern Railway and Northern Pacific Railway south of the boundary line east of the Rocky Mountains paid \$1.40 per day for foreign labourers and \$1.50 per day for English-speaking labourers. There was no evidence offered to dispute the above facts.

Mr. Cameron agreed to recommend to the management of the Canadian Northern Railway that permanent labourers be paid the same wages as paid by the Canadian Pacific Railway, which are the highest paid by any of the three railways mentioned, and all competing for traffic of this northwest country.

From the evidence it was found that the men employed in repairing pumps and gasoline engines were paid by the Canadian Northern Railway \$90 per month flat rate; they have to pay their expenses while away from headquarters. The Canadian Pacific Railway pay similar men \$78 per month and 75 cents a day expenses while away from home, and the evidence went to show that they were away at an average of from eighteen to twenty days per month. This would mean that the Canadian Pacific Railway men were paid about \$92 per month, and Mr. Cameron of the Canadian Northern Railway, agreed to recommend to the management that they increase their men's wages to \$92 per month.

It was strongly urged by one member of the Board that as a large percentage of the men affected by the dispute were either section foremen or permanent labourers that evidence should be taken as to the actual condition of the former, but the Chairman refused to take this matter up.

The offer that Mr. Cameron stated he would recommend the Company to make was that they pay \$2.50 per day to section foremen other than those mentioned in the following schedule, and charge them a rental for section houses of \$2 per month, which is 7½ cents per day, including house rent, and on new lines where they have not had time to build section houses the Company to give them the use of a box car free of charge.

The Canadian Pacific Railway Company are paying similar section foremen \$2.55 per day and charging them \$5 per month rent for section houses, which amounts to 19¼ cents per day, making a net wage of \$2.36 per day, including house rent, so you can readily see that the offer Mr. Cameron recommended the Canadian Northern Railway to accept was to pay this class of men over 6 cents per day more than the Canadian Pacific Railway.

As the permanent labourers and sectionmen number about eight hundred and ninety (890), it would be only fair to the Canadian Northern Railway that the permanent labourers be paid \$1.70 per day, section foremen \$2.55 per day, and charged

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\$5 per month for section houses and \$2 per month when they occupied box cars, which the Company will make comfortable for them. This would be the highest wages paid by any of the railways that the Canadian Northern have to compete with.

From the evidence taken it is a pleasure to report that the Company have made every effort to provide for the comfort of their employees.

The Chairman submitted a report which I objected to signing for the following reasons:—

1st. That in my opinion, sufficient effort was not made to bring about a settlement, and this settlement could not be justly made without asking for evidence and considering the case of the men employed in every department of the maintenance-of-way.

2nd. That the report is not in accordance with what is asked for in section 26 of the Act, 'The investigation and details of each item of the dispute,' and not recommending a period during which proposed settlement should commence and end.

His report asks the Canadian Northern Railway Company to pay 5 cents a day more for permanent labourers and 6 cents a day more for section foremen than the highest wages paid by any of the railway companies they are competing with.

It was certainly surprising to me that in a dispute of this kind the employees called in men to settle it who were not residents of Canada but residents of a foreign country, and that the man recommended by them as a member of the Board of Conciliation was not a resident of the district in which the dispute has taken place.

If men that lived in this country and were familiar with the conditions were called in one would readily suppose that a settlement could be arrived at much better than through men living in a foreign country.

I very much regret that the Board could not arrive at a unanimous decision and recommend settlement on the points in dispute. I would submit settlement upon the basis of the following schedule and that settlement shall commence on the first day of July, 1909, and end on the thirtieth day June, 1911.

### Agreement between the Canadian Northern Railway and its Maintenance-of-Way Employees.

SECTION 1. By permanent maintenance-of-way employees is meant men employed in the track, bridge and building department, signalmen, pumpmen and pump repairers on such parts of the line that are open for traffic, and who have been in the maintenance-of-way service continuously for one year or more, or who have had one year's cumulative service during the three years immediately preceding, and the same will hereafter be referred to as 'employees.' Labourers in extra gangs, unless practically engaged all the year round, will not be ranked as permanent employees.

SECTION 2. Ten hours shall constitute a day's work. When required to work in excess of ten hours, time and a half will be allowed for such excess work and for work done on Sundays and Christmas Day.

(a) The hours of track and bridge watchmen, and signalmen will be twelve hours in each twenty-four. Twelve hours either continuously or intermittingly will constitute a day, but they shall receive at least eight hours' continuous rest in each twenty-four.

(b) At regular pumping stations, where the amount of work is such that it is necessary for pumpmen to work continuously for twelve hours in order to keep the supply up, overtime, if worked, will be paid *pro rata* up to 24 K. and between 24 K. and 7 K., at rate of time and a half.

(c) In cases of emergencies employees will not be required to work more than twenty-four hours continuously without a rest of eight hours.



(d) Section foremen and sectionmen travelling on orders of the Company to and from work after regular working hours will be allowed straight time. Members of bridge and building gangs travelling on orders from the Company, to and from work after their regular hours, will be allowed straight time, except when provided with boarding and sleeping cars to carry them to and from work. Members of regular bridge and building gangs travelling in boarding cars at the request of the Company on Sundays between 7 a.m. and 6 p.m. will be allowed straight time.

SECTION 3. Employees taken off their regular sections temporarily to work on snow or tie trains or other work, will be compensated for the boarding and lodging expenses incurred.

(a) Bridge and building employees taken from their places of residence or boarding outfits over night will be compensated for the extra expense they necessarily incur, such expense not to exceed fifty cents per day.

SECTION 4. Employees required to attend to and light semaphore, or switch lamps, before or after regular working hours will receive therefor \$4 per month for six or less lamps, and 50 cents per lamp per month for those in excess of six. When lamps are located beyond the yard limit, they will be attended to during regular working hours.

SECTION 5. Employees will be promoted hereafter on their respective superintendent's divisions in order of seniority, provided they are qualified. The several senior qualified employees shall be advised of all vacancies in the position of foremen, and their applications, if presented within five days after being notified, will be considered. Employees may be transferred from one division to another for extra gang work or on opening of new lines, or when the necessary qualified men for maintenance-of-way work are not obtainable on the division.

(a) In promoting employees to the position of roadmaster or bridge and building master, men may be taken from any point on the system, according to seniority, if competent.

(b) Employees refusing promotion will become junior to those accepting such promotion.

(c) An employee, who is transferred to another department, or from the bridge and building department to the track department, or vice versa, at his own request, will lose his seniority standing.

(d) Employees unable to read or write English need not be promoted.

(e) A list of all employees will be prepared for each superintendent's division, and such lists will show the seniority standing of each employee. The lists will be revised from time to time to agree with the length of service and promotions made, and a copy will be furnished to the employee's representative, which will be open for inspection and correction on proper representation.

(f) In the event of a reduction in the number of men employed, those longest in the service shall be given preference of employment.

(g) The position of track and bridge watchman and signalmen is not one subject to the general rules of promotion, being intended to take care of men in any department who become unfitted for other service.

SECTION 6. Leave of absence and free transportation will be granted to members of duly appointed committees for the adjustment of matters in dispute between the Company and employees so far as is consistent with good service, within ten (10) days after request in writing has been made on the proper officers.

SECTION 7. Employees suspended or dismissed, who consider they have been unjustly treated, will receive full and impartial hearing, and will be advised of decisions reached within fifteen days after the time of their suspension or dismissal. Should the investigation show that the suspension or dismissal was unjust, time will be

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allowed and employee reinstated. Appeals from decisions must be made in writing by the employee through his roadmaster or bridge and building master within fifteen (15) days after being advised of such decision.

(a) Permanent employees, leaving the service of the Company, from any cause whatever will be furnished with service letter if requested.

SECTION 8. Employees will be granted leave of absence four times a year. Such free transportation will not extend beyond their superintendent's division, and the leave of absence will not exceed two days, and then only when consistent with good service, and provided the Company is not put to any additional expense.

SECTION 9. Permanent employees will be granted once per year transportation to any system in favour of themselves and members of their families, dependent upon them for support.

SECTION 10. The Company will keep all section houses in good repair, the cost of repairs, other than ordinary wear and tear, to be charged to occupants.

SECTION 11. Where water is transported for use of section gangs, good water will be provided.

SECTION 12. A member of the household of permanent employees will be furnished with free transportation once a month to and from points where reasonable prices prevail, for the purpose of purchasing supplies. Such transportation may be used by any member of the family only.

SECTION 13. Free transportation will be granted to nurses, when their services are required by employees in isolated districts from points where they are obtainable, on presentation of a certificate from attending physician.

SECTION 14. Bridge and building gangs shall be composed of:—

1st. Foremen.

2nd. Carpenters, who shall be skilled mechanics in house and bench work, and have a proper kit of carpenter's tools.

3rd. Bridgemen, who shall be rough carpenters, expert saw and hammer-men, and have a general experience in bridge work.

## RATES OF PAY FOR TRACKMEN.

*Yard foremen—*

	Per day.
Port Arthur, Winnipeg and Edmonton.. . . .	\$ 2 75

*Yard foremen—*

Atitokan, Rainy River, Portage la Prairie, Dauphin, Kamsack, Humboldt, N. Battleford, Vermilion, Emerson, Belmont, Brandon, Swan River, Prince Albert, Saskatoon, Neepawa, Morris, Fort Francis, Moranville and Kipling.. . . .	2 60
At all other points.. . . .	2 55
Sectionmen or permanent labourers on entire system except Port Arthur, Winnipeg, Dauphin and Edmonton.. . . .	1 70
At Port Arthur, Winnipeg, Dauphin and Edmonton.. . . .	1 75
Assistant foremen.. . . .	2 50
Section foreman in charge of snow plough or flanger.. . . .	3 20
Foremen in charge of extra gangs.. . . .	\$2 50 to 3 45

*Rates of pay for signalmen—*

Signalmen at crossings.. . . .	1 50
Signalmen at interlocking crossings.. . . .	1 75

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*Rates of pay for bridge and building men—*

	Per day.
Foremen. . . . .	\$3 20 to \$3 45
Carpenters. . . . .	2 80 to 3 00
Bridgemen. . . . .	2 15 to 2 80
Labourers. . . . .	

*Rates of pay for pumpmen—*

	Per month.
Pumpmen, one pump. . . . .	\$48 00
Pumpmen, two pumps. . . . .	53 00
Pumpmen, three pumps. . . . .	58 00
Pump repairers. . . . .	92 00

These rules will not take away any privileges that are now in effect with employees except that a charge of \$5 per month rent be made for section houses and \$2 per month rent for box cars.

That this schedule will commence on the 1st day of July, 1909, and end on the 30th day of June, 1911.

Respectfully submitted.

(Sgd.) W. J. CHRISTIE.



**XIV.—APPLICATION FROM CANADA WEST COAL COMPANY, TABER, ALTA.  
—BOARD ESTABLISHED—UNANIMOUS REPORT BY BOARD—EM-  
PLOYEES CEASED WORK—AGREEMENT CONCLUDED BASED ON  
REPORT OF BOARD.**

*Application received.*—June 15, 1909.

*Parties concerned.*—Canada West Coal Company, Taber, Alta., and employees

*Applicants.*—Employers.

*Nature of industry concerned.*—Coal mining.

*Nature of dispute.*—Wages and conditions of labour.

*Number of employees affected.*—300.

*Date of constitution of Board.*—July 3, 1909.

*Membership of Board.*—His Honour Judge R. Winter, Lethbridge, Alta., Chairman, appointed on the recommendation of the other members of the Board; Mr. Colin MacLeod, Macleod, Alta., appointed on the recommendation of the employing Company; and Mr. W. C. Simmons, Lethbridge, Alta., appointed on the recommendation of the employees.

*Report received.*—July 19, 1909.

*Result of inquiry.*—A unanimous report was presented by the Board. An agreement based on the findings of the Board was subsequently signed by the parties concerned, effective from July 30, 1909, to March 31, 1911. The employees who had been on strike from April 23 returned to work on July 30.

The Minister received, on July 19, a report signed by the three members of the Board to which was referred, on July 2, the dispute between the Canada West Coal Company, Limited, of Taber, Alberta, and its employees. The cause of the dispute in question was defined in the Company's application for the establishment of this Board as a failure to agree upon the terms and conditions of a working agreement which expired on March 31, 1909. The number of employees affected was, directly, 300, and indirectly, more than 5,000.

Mr. Colin MacLeod, of Macleod, Alberta, was appointed a member of the Board on the recommendation of the Company, and Mr. W. C. Simmons, of Lethbridge, Alberta, on the recommendation of the employees. His Honour Judge Winter, of Lethbridge, was appointed Chairman on the joint recommendation of the other two members of the Board. The Board, on assembling at Taber, on July 8, inquired whether the respective parties would agree to be bound by the findings. The report of the Board stated that the representatives of the Company expressed their assent, while the representative of the employees stated that they did not care to be bound by the decision.

The questions at issue related to the wages and contract prices, and including (a) whether coal was to be computed at 2,240 pounds or at 2,000 pounds; (b) whether coal was to be paid for on the screened weight or unscreened weight. An effort was made to adjust the dispute by conference between the parties, but as no settlement was achieved in this way the Board met on July 9 for the hearing of evidence.

The report stated that the employees of the Canada West Coal Company ceased work on April 22, and that up to that date the wages were paid on the basis of tonnage of unscreened coal at 2,240 pounds to the ton. The report says: 'The Company

contended that the coal should be screened and were willing that the ton should be calculated at 2,000 pounds, urging that this would be fair to the employees and to themselves, on the grounds that the payment for unscreened coal tended to make the men careless in getting the coal if they were paid by the weight irrespective of whether such coal was made up of saleable coal, or coal partly saleable (such as lump coal) and of slack or dust, which passed through the screen and was unsaleable. The employees, on the other hand, claimed that if they were paid on the screened coal basis they would not be getting paid for all the coal which they produced, as a certain percentage, *i.e.*, in respect of the slack or screenings, would be lost to them.

The Board found that the appliances for screening coal at the Company's mine are not adequate in their present state to carry out the operation of screening with fairness to the miners, but the Company's representatives stated that it was intended, as soon as practicable, to adopt methods similar to those in use at the Galt mines at Lethbridge to screen the coal. The Board recommended, therefore, that until such change was completed the rates for outside day wages, inside day wages and the contract prices for unscreened coal at 2,240 pounds to the ton, hitherto used, should apply between the Company and its employees, and that so soon as the Company has installed screens of similar construction and equal to the diamond bar  $\frac{3}{4}$ -inch screens now in use at the Galt mines, Lethbridge, that contract prices for screened coal at 2,000 pounds to the ton, set forth in an attached schedule, shall be substituted for the rates now in force.

The Board recommended that the employees resume work on the above basis, and that the terms hereby recommended be continued until March 31, 1911.

The Department of Labour was informed on August 7, by the representative of the employees that negotiations for a settlement were continued after the findings of the Board were communicated to the parties and that an agreement was signed on July 31, operations in the mine being resumed on the Monday following, August 2.

### REPORT OF BOARD.

The text of the findings of the Board is as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of differences between the Canada West Coal Company, of Taber, Alta., and its employees.

The Board constituted under the provisions of the above Act attended at Taber on the 8th July, 1909, when the members took the oaths of office before Mr. S. J. Layton, J.P.

Messrs. Valdar S. Kidd, Lewis Stockett and O. E. S. Whiteside appeared as representatives for the Canada West Coal Company.

Messrs. C. Stubbs, H. Evans and D. L. Miller appeared as representatives for the employees.

At the opening of the reference the respective parties were asked whether they would agree to be bound by the decision of the Board. In reply to this inquiry the representatives of the Company expressed their assent, while the representatives of the employees stated 'that they did not care to be bound by the decision.'

The questions at issue between the parties appeared to consist of the prices to be paid by way of wages and contract prices to the employees, including in such questions (a) whether the coal was to be computed at 2,240 pounds or at 2,000 pounds; (b) whether the coal was to be paid for on the screened weight or unscreened weight of such coal.

In view of the differences being comparatively limited in extent, the representatives were requested to prepare particulars in support of their respective contentions and discuss the matters in difference between them at a conference apart from the Board, to whom they were to report later in the day.

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Particulars accordingly were furnished by both parties, but the employees' representatives were unwilling to accept the condition providing for payment on the screened coal basis. A further adjournment was then made in order that the representatives of the employees might confer with the general body of the employees, and obtain full instructions as to making further concessions, and if possible come to an agreement.

On the following morning, July 9, 1909, the Board met again, all the representatives being present, and it appearing that a solution of the points at issue could not be arrived at, evidence was adduced on behalf of both parties, occupying the whole of that day (July 9, 1909), after which the Board desired to hear evidence relating to the Galt mines at Lethbridge, it being conceded that the general conditions there were similar to those at the mine of the Company at Taber.

Accordingly, on the 10th of July, 1909, the Board met at Lethbridge and received further evidence on behalf of both parties, and then adjourned to the 13th July instant for the purpose of making this report.

The employees of the Canada West Coal Company ceased working at the end of the 22nd day of April, 1909. Up to that date it appeared from the evidence that the wages paid to the employees for coal mined by them was paid on the basis of the tonnage of unscreened coal, the ton being calculated at 2,240 pounds to the ton. The Company contended that the coal should be screened and were willing that the ton should be calculated at 2,000 pounds to the ton, urging that this would be fairer to the employees and to themselves on the grounds that the payment for unscreened coal tended to make the men careless in getting the coal, if they were paid by weight irrespective of whether such weight was made up of saleable coal, or coal partly saleable (such as lump coal) and of slack or dust which passed through the screen and was unsaleable. The employees, on the other hand, claimed that if they were paid on the screened coal basis they would not be getting paid for all coal which they produced, as a certain percentage, *i.e.*, in respect of slack or screenings would be lost to them.

This point was practically the principal issue between the parties.

The table of rates of wages paid to the miners up to the 22nd April, 1909, when the mines ceased to be worked, is divided under three heads, *viz.*—

1. Outside day wages.
  2. Inside day wages.
- Contract prices.

As regards the first two heads no dispute arises, but the screening of coal will affect the items included under the third head.

At this time it appears to be beyond question that the appliances for screening coal at the Company's mine are not adequate in their present state to carry out the operation of screening with fairness to the miners, but the Company's representatives stated that it was intended as soon as practicable to adopt methods similar to those in use at the Galt mines at Lethbridge to screen the coal.

The Board, therefore, recommended that:—

(a) Until such change is completed, the rates shown under heads 1, 2 and 3 of the table of rates hitherto used, and which is subjoined, shall apply between the Company and its employees, and that as soon as the Company has installed screens of similar construction and equal to the diamond bar  $\frac{3}{4}$ -inch screens now in use at the Galt mines at Lethbridge, the rates under head No. 4 shall be substituted for those under head No. 3.

(b) That in the event of any work not being included in such table of rates, the rates applicable on the 22nd April, 1909, between the same parties shall apply.

(c) That the employees resume work now on the above basis and that the terms hereby recommended be continued until the 31st day of March, 1911.



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The table of rates above referred to is as follows:—

1. *Outside day wages—*

	10 hours.
Dumpers.. . . .	\$ 2 00
Car trimmers.. . . .	2 00
Screen engine tender.. . . .	None.
Box car loader engine.. . . .	3 00
Timberman.. . . .	2 00
Blacksmith.. . . .	3 00
Blacksmith's helper.. . . .	\$2 00 to 2 50
Leading carpenter.. . . .	3 50
Car repairers.. . . .	2 50
Haulage engineer.. . . .	3 00
Leading fireman.. . . .	2 75
Fireman helpers and ash wheelers.. . . .	2 00

2. *Inside day wages—*

	8 Hours.
Bratticemen.. . . .	\$ 3 00
Bratticemen helpers.. . . .	2 50
Timbermen.. . . .	3 00
Timberman helpers.. . . .	2 50
Drivers.. . . .	2 80
Tracklayers.. . . .	3 00
Tracklayer's helpers.. . . .	2 50
Miners.. . . .	3 00
Pumpmen.. . . .	3 00
Pushers.. . . .	2 50
Pick carrier boys.. . . .	\$1 10 to 1 25
Trappers.. . . .	1 10

3. *Contract prices—Unscreened coal—2,240 lbs. to the ton—*

Cutting and scraping in rooms.. . . .	\$ 0 30 per ton
Cutting and scraping narrow work.. . . .	0 42½ "
Loading in rooms.. . . .	0 50 "
Loading narrow work.. . . .	0 82½ "
Loaders square booms, entries.. . . .	0 20 per set.
Loaders round booms, entries.. . . .	0 50 "

4. *Contract prices—Screened coal—2,000 lbs. to the ton—*

Cutting and scraping in rooms.. . . .	\$ 0 24 per ton.
Cutting and scraping narrow work.. . . .	0 35 "
Loading in rooms.. . . .	0 50 "
Loading narrow work.. . . .	0 77 "
Loading square booms, entries.. . . .	0 20 per set.
Loaders round booms, entries.. . . .	0 50 "

Dated at Lethbridge this 13th day of July, 1909.

(Sgd.) ROLAND WINTER,  
Chairman.

(Sgd.) COLIN MACLEOD,  
(Sgd.) W. C. SIMMONS,

# **XV.—APPLICATION FROM LABOURERS EMPLOYED BY THE CORPORATION OF SASKATOON, SASK.—BOARD ESTABLISHED—NO CESSATION OF WORK.**

*Application received.*—July 8, 1909.

*Parties concerned.*—Corporation of Saskatoon, Sask., and labourers in its employ.

*Applicants.*—Employees.

*Nature of industry concerned.*—Municipal public utilities.

*Nature of dispute.*—Wages and conditions of labour.

*Number of employees affected.*—Directly, 150; indirectly, 150.

*Date of constitution of Board.*—August 4, 1909.

*Membership of Board.*—Mr. E. J. Meilicke, Dundurn, Sask., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. Alex. Smith, Saskatoon, Sask., appointed on the recommendation of the corporation of Saskatoon; and Mr. E. Stephenson, Winnipeg, Man., appointed on the recommendation of the employees.

*Report received.*—September 9, 1909.

*Result of inquiry.*—No cessation of work.

The Minister received, on September 6, the report of the Board established in the matter of a dispute between the corporation of the city of Saskatoon, Sask., and certain labourers, members of the Saskatoon Federal Labour Union No. 12,801. The report as received was signed by Mr. E. J. Meilicke, of Dundurn, Sask., Chairman, and by Mr. Alexander Smith, of Saskatoon, Sask., member appointed on the recommendation of the city. The name of Mr. E. J. Stephenson, member appointed on the recommendation of the employees, was not appended to the report, but at the close of the month, no dissenting report had been received from Mr. Stephenson.

The differences referred for investigation were set forth in the report of the Board as follows, namely:—

1. That 25 cents per hour be the minimum rate of pay for all unskilled labour;
2. That all contractors or corporations conducting public works shall furnish adequate cribbing after a depth of six feet; also that the board of works shall acquaint the above-mentioned contractor or corporation with the Saskatchewan Workmen's Compensation Act;
3. That it be mentioned in all contracts that residents be employed as far as possible;
4. That all public works shall provide proper sanitary arrangements for employees;
5. That all contractors and corporations shall pay employees fortnightly and not keep more than one day's pay on hand. Also that the aforementioned pay shall be in cash, and not in the form of cheques.

The number of employees affected by this dispute was 150 directly and 150 indirectly. Mr. Edward J. Stephenson, of Winnipeg, Man., and Mr. Alexander Smith, of Saskatoon, Sask., were appointed members of the Board on the recommendation respectively of the employees concerned and of the civic authorities of Saskatoon, and in the absence of a joint recommendation from the foregoing, the Board was completed, on August 4, by the appointment by the Minister of Labour of Mr. E. J. Meilicke, of Dundurn, Sask., as Chairman. The Board held fifteen

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sessions in all, and heard twenty-three witnesses in support of the employees' complaints, and nine on behalf of the city of Saskatoon, the points in dispute being taken up in turn until all were disposed of as far as possible. In the report of the Board it is stated that 'the parties to the dispute reached an agreement on all the differences except the minimum wage scale and recognition of the Federal labour union.'

The department was not informed whether the findings of the Board were acceptable to the parties concerned, but it was understood that no cessation of work had taken place.

### REPORT OF BOARD.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

Saskatoon, Sask., Sept. 4, 1909.

To the HONOURABLE MACKENZIE KING,  
Minister of Labour,  
Ottawa.

SIR,—On the 3rd of July, 1909, an application was made for the appointment of a Board of Conciliation and Investigation to adjust differences between the members of the Saskatoon Federal Labour Union No. 12,801 and the corporation of the city of Saskatoon, Saskatchewan. The application was made on behalf of the employees and signed by Alfred J. Sibley and Albert E. Edgington, both of the city of Saskatoon.

The Board, which was duly constituted on August 13, 1909, consisted of E. Stephenson, Winnipeg, recommended by the employees, Alexander Smith, of Saskatoon, recommended by the corporation of the city of Saskatoon, and E. J. Meilicke, of Dundurn, appointed by the Minister of Labour. Honore Jaxon, A. J. Sibley and Francis Kuntz, president of the Federal Labour Union, appeared on behalf of the labourers, and Mayor Hopkins and Alderman McIntosh, chairman of the Board of Works, appeared on behalf of the city.

The Board held its first session in the Court House, Saskatoon, on August 13, 1909, at the hour of ten o'clock a.m., having been furnished with approved copies from the Minister of Labour of the claims of the labour union and replies thereto from the corporation of the city of Saskatoon.

The points referred for investigation were analysed by the Board as follows: (1) Have senior men with equal ability been dismissed while junior men were retained? (2) Have the men been unjustly discriminated against? (3) Have they been discriminated against, in certain cases, on account of their being members of the Canadian Brotherhood of Railroad Employees? (4) Does the Board admit the claim made by the representatives of the Intercolonial railway, that the responsible officials must be the judges in the selection of the men for retention or dismissal from the employ of the railway?

In respect of the first point the Board found that in certain instances men were retained in the employ of the Intercolonial Railway who were junior to some of those dismissed, the reason for such action on the part of the Company being apparently based on qualifications for special duty possessed by some of the junior men, or on the comparative records of the men as to their conduct and ability. In the case of Joseph Gibson, one of the men dismissed, and Alexander Murphy, retained in the employ of the Company, the Board found that the evidence does not disclose any reason to show that Gibson should be considered as less able or efficient than Murphy.

In respect of the second point the Board was unable to establish to its satisfaction that any unfair discrimination had been exercised.



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In respect of the third point that discrimination had been exercised in certain cases against men on account of their being active members of the Canadian Brotherhood of Railroad Employees, the Board found that the evidence does not justify it in believing this to be the case.

With respect of the claim that the responsible officials of the Intercolonial Railway must be the judges in the selection of men for retention or dismissal, the Board admitted this claim, but at the same time deemed it necessary to point out that in dealing with a very large number of employees some instances of undue hardship imposed upon the latter will unavoidably occur. The Board advised that where men belong to a duly incorporated or recognized union which has no schedule of agreement with the railway, and that when the employees' grievances entail reference to officials who are not accessible to the men at the place where they are employed they should be allowed to present them through the medium of duly qualified officers of the union to which the complainants belong.

The Board, in conclusion, recognized the willingness and the good spirit shown by both parties to the dispute in procuring the evidence which was required.

## REPORT OF BOARD.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of differences between the Intercolonial Railway and certain of its round-house employees, members of the Canadian Brotherhood of Railroad Employees, Division No. 15.

To the Honourable

THE MINISTER OF LABOUR,  
Ottawa, Ont.

SIR.—We, the undersigned members of the Board of Conciliation and Investigation, appointed by you on the 25th of September, 1909, in the above matter, beg respectfully to submit the following report:—

The members of the Board first met in the Board of Trade rooms at Halifax, N.S., on the morning of the 19th of October, and, after being duly sworn, proceeded to acquaint themselves with the details of the case submitted to them, as set forth in the documents accompanying the application for the Board.

The employees had two duly authorized representatives present, but owing to a misunderstanding, the representatives of the Intercolonial Railway were absent, and the Board adjourned to the following morning, in order to have all parties present. Telegrams were sent to the Chairman of the Board of Management of the Intercolonial Railway and to the General Superintendent to inform them of this.

The Board met on the following morning, there being present, besides the three members, Messrs. Jos. Gibson and Charles Squires, delegated by the Canadian Brotherhood of Railroad Employees, Division No. 15, representing the employees, and Messrs. F. P. Brady, member of the Board of Management and General Superintendent of the Intercolonial Railway, and G. R. Joughins, Superintendent of Motive Power, representing the Company. The day was spent in discussing the points at issue with the representatives of the parties and in endeavouring to bring about an amicable settlement. The representatives of the employees submitted a list of names of men dismissed and of men retained to prove the complaint contained in the application for a Board of Conciliation and Investigation, and when the Board adjourned in the afternoon it was with the understanding that the representatives of the parties would confer together before the next meeting of the Board to see if the basis of an amicable agreement could be arrived at.

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The next morning, when the Board resumed its sitting, the parties reported that no agreement had been arrived at, and General Superintendent Brady stated that he desired the Board to pronounce on the principle of 'whether the men should be the judges of who should be retained or dismissed from the service of the railway.'

It being evident that no agreement was possible, the Board proceeded to hear the witnesses asked for by the parties and to receive the documentary evidences submitted. The testimony was taken under oath, and the documentary evidence duly attested, and this occupied the Board on the 21st, 22nd and the morning of the 23rd of October.

On the 20th of October the Chairman of the Board of Management of the Intercolonial Railway had telegraphed to our Chairman as follows:—

Ottawa, October 20, 1909.

SIR GEORGE GARNEAU,

Halifax, N.S.

I am desirous of appearing before the Board before concluding its work to present views of management on points at issue. May I ask you to adjourn from Halifax to Montreal at conclusion, as it is impossible for me to go so far east owing to pressure of public business.

(Sgd.) M. J. BUTLER.

All the witnesses in Halifax having been heard, the Board adjourned on the 23rd of October to meet again on the 27th.

The meeting in Montreal was held in the Intercolonial offices, all the members of the Board being present, as well as representatives of the railway, and Mr. Jos. Gibson, representing the employees. Mr. Nelson M. Rand, who was master mechanic on the Intercolonial Railway when the dismissals took place, and who had been summoned as a witness, gave his evidence, and the Chairman of the Board of Management, Mr. Butler, presented the views of his Board on the principle involved in the points at issue. The investigation was then closed and the members of this Board proceeded to review the evidence and discuss the findings.

An analysis of the question submitted to the Board reduces it to the following points:—

1. Have senior men with equal ability been dismissed while junior men were retained?

2. Have the men been unjustly discriminated against?

3. Have they been discriminated against, in certain cases, on account of being members of the Canadian Brotherhood of Railroad Employees?

4. Does the Board admit the claim made by the representatives of the Intercolonial Railway that the responsible officials must be the judges in the selection of the men for retention or dismissal from the employ of the railway.

The following is the unanimous opinion of the Board:—

1. The Board finds that, in some instances, men were retained in the employ of the Intercolonial who were junior to some of those dismissed, the reason for such action on the part of the Company being apparently based on qualifications for special duty possessed by some of the junior men, or on the comparative records of the men as to their conduct and ability.

Nevertheless, in the case of Joseph Gibson, one of the men dismissed, and Alex. Murphy, retained in the employ of the Company, a careful comparison of the records and evidence before the Board establishes that Gibson was the senior man in length of service and does not disclose any reason to show that he should be considered as less able or efficient than Murphy.

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The Board cannot establish to its satisfaction that unfair discrimination has been exercised. The manner in which the selection of the names of the round-house employees, to be retained in the service or dismissed was made could not be clearly established by the investigation, and, under these circumstances, the Board recommends that the seniority and qualifications of the roundhouse employees who have been dismissed be carefully looked into by the higher officials of the railway and compared with those of the men in the same class who have been retained, so that any involuntary injustice which might have been committed be remedied without unnecessary delay.

The differences referred for investigation were demands on the part of the employees, as follows, viz.:—

1. That 25 cents per hour be the minimum rate of pay for all unskilled labour.
2. That all contractors or corporations conducting public works shall furnish adequate cribbing after a depth of six feet; also that the Board of Works shall acquaint the above-mentioned contractor or corporation with the Saskatchewan Workmen's Compensation Act.
3. That it be mentioned in all contracts that residents be employed as far as possible.
4. That all public works shall provide proper sanitary arrangements for employees.
5. That all contractors and corporations shall pay employees fortnightly and not keep more than one day's pay on hand. Also, that the aforementioned pay shall be in cash, and not in the form of cheques.

The city's replies to the complaints are as follow, viz.:—

1. The corporation pays 20 cents per hour for unskilled labour. This is the full value of such labour in Saskatoon.
2. All trench work done by it is substantially and carefully protected with cribbing.
3. It employs resident labourers as far as possible.
4. No complaint has ever been made to the city engineer of lack of sanitary arrangements.
5. Wages were paid regularly every fortnight.
6. Employees are never discharged without a satisfactory reason.
7. The civic works are properly inspected, and due care taken of the life, limb and health of the employees.
8. The accident mentioned in the application, by the caving in of trenches, did not happen upon works carried on by the corporation.
9. The proposal that the Board of works shall acquaint contractors with the provisions of the law is quite unreasonable. Firms and corporations can acquaint themselves with the public statutes, and the workmen's unions may do so in case they think their interests require it.
10. A clause is inserted in all corporation contracts requiring resident labourers to be employed as far as possible.

After several exchanges of ideas as to how to proceed, it was decided that each party to the dispute be heard, and evidence submitted under oath dealing with the several points in dispute.

The representatives of the labour unions subpoenaed several witnesses in support of their contentions, and were in turn submitted to a cross-examination by the representatives of the city. Before the Board rose at twelve o'clock noon, it was suggested by the Board that the parties to the dispute get together and try to agree on the points in which, to the mind of the Board, there did not seem to be any great difference; and if such agreement could be reached it would dispose of those issues, thus expediting the proceedings of the Board, and would obviate references to them when dealing with further witnesses.



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This suggestion was not agreed to, but insistence made that the whole evidence must be placed before the Board.

The minimum diameter of struts to be 3 inches for trenches three feet wide between the dirt; 1 inch additional in diameter for each additional foot of length of strut. No poplar wood to be used, but any other wood approved of by the engineer may be used.

It was brought out in evidence that it is the desire of the city that workmen be protected from accidents as far as it can be made possible; inspectors continually looking after the works. As evidence that they have been fairly successful, it is known that up to the present time no accident of a serious nature occurred on the corporation works.

COMPLAINT 3.—A clause such as is asked for is already in all corporation contracts. The Board recommended that the following be added to the above clause:—

‘The contractor must see that they are in possession of that information which will enable them to adhere closely to the clause. Workmen not to be imported directly or indirectly except when necessary in the public interests to carry on the work in progress or in contemplation expeditiously.’

The representative of the labour union on the Board uncompromisingly insisted that to make this clause operative to his satisfaction the Federal Labour Union as a union must be recognized. This position was interjected after all the evidence had been submitted and while the Board was engaged in making out the report; the other members of the Board taking the stand that as recognition of the union was not made in the schedule of complaints or demands, it could not be now entertained or considered by the Board.

The city maintains that as the city of Saskatoon is peculiarly situated as being the centre of a very large newly developing agricultural district, and to a very large extent at present depends on the progress of agriculture for its prosperity—this district being newly settled to a large extent by homesteaders, many of whom are men of small means who from force of circumstances at certain seasons of the year are obliged to earn by their labour that ready cash which will enable them to subsist and make the necessary improvements on their homesteads until such time as they receive returns from the product of the soil—in view of this fact, the city is averse to have any conditions imposed upon the willing worker by recognizing the claims of the union that ‘none but union men be employed as long as available.’ The city claims that the progress which has characterized the city would be jeopardized and the country’s development as a whole would suffer in consequence.

COMPLAINT 4.—On representation being made to the city by the labourers as to the necessity of providing sanitary arrangements for their use while on works, the same were provided by the different contractors as per instructions from the Board of Works of the city, and were in use before the first sitting of the Board. Assurance was given that in future such sanitary arrangements would be provided.

COMPLAINT 5.—The city Act of the province of Saskatchewan, page 11, section 51, reads as follows:—

‘The treasurer shall daily or as often as the council may direct, deposit in the name of the city in some chartered bank designated by resolution of the council, all moneys received by him in excess of \$100, and he shall jointly with the mayor sign all necessary cheques,’ thus preventing the city from complying with the demands set forth in this complaint. The city agrees to have the demand as in clause 5 inserted in its entirety in all future contracts, except the words ‘or corporation.’

COMPLAINT—DISCHARGE OF EMPLOYEES WITHOUT A REASON BEING GIVEN.

It was agreed that a reason be given when an employee was discharged, and if such reason be asked in writing that it be made in duplicate; one copy to be given to the employee, the other to be filed with the chairman of the Board of Works.

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The parties to the dispute reached an agreement on all the differences except the minimum wages scale and the recognition of the Federal Labour Union.

So long as the two parties to the dispute maintain their present attitude respecting these two clauses, conciliation is absolutely impossible. The Board has exhausted every resource within its power to bring about the much desired conciliation, but owing to the determined stand taken by both parties on the aforesaid points, such is impossible.

E. J. MEILICKE,  
Chairman.

(Sgd.) ALEX. SMITH.

**XVI.—APPLICATION FROM ROUNDHOUSE EMPLOYEES OF THE INTER-COLONIAL RAILWAY OF CANADA AT HALIFAX, N.S.—BOARD ESTABLISHED—UNANIMOUS REPORT BY BOARD—STRIKE AVERTED.**

*Application received.*—August 11, 1909.

*Parties concerned.*—Intercolonial Railway of Canada and its round-house employees.

*Applicants.*—Employees.

*Nature of industry concerned.*—Railways.

*Nature of dispute.*—Alleged discrimination against certain employees.

*Number of employees affected.*—Directly, 20; indirectly, 1,000.

*Date of constitution of Board.*—September 25, 1909.

*Membership of Board.*—Sir George Garneau, Kt., Quebec, Que., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. Jas. H. Gilmour, Brockville, Ont., appointed by the Government Railways Managing Board; and Mr. Aaron A. R. Mosher, Halifax, N.S., appointed on the recommendation of the employees.

*Report received.*—November 17, 1909.

*Result of inquiry.*—A unanimous report was presented by the Board, making certain recommendations for the settlement of the dispute which were accepted by both parties concerned; a strike being thereby averted.

The Minister received, on November 17, the report of the Board established in the matter of differences between the Intercolonial Railway of Canada and certain of its round-house employees, members of the Canadian Brotherhood of Railroad Employees, Division No. 15, Halifax. The report in question was signed by the three members of the Board, viz.: Sir Geo. Garneau, of Quebec, Que., Chairman; Mr. Jas. H. Gilmour, of Brockville, Ont., member; Mr. Aaron A. R. Mosher, of Halifax, N.S., member.

In a letter dated November 26, the Department of Labour was advised of the acceptance of this report by the Government Railways Managing Board, and on December 2, a letter was received in the following terms, signifying the acceptance of the report by the employees concerned:

CANADIAN BROTHERHOOD OF RAILROAD EMPLOYEES.

Halifax, N.S., November 29, 1909.

F. A. ACLAND, Esq.,

Deputy Minister of Labour,

Ottawa, Ont.

DEAR SIR,—I beg to advise you that at a meeting of Division No. 15, Canadian Brotherhood of Railroad Employees, held Thursday, 25th inst., a resolution was unanimously passed accepting the findings of the Board of Conciliation and Investigation appointed to inquire into the differences between this division and the Intercolonial Railway.



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The division also wishes to express its sincere appreciation of the manner in which the Board conducted the case and for the consideration shown our representatives by the members of the Board.

Yours truly,

(Sgd.) CHAS. McTIERNAN,  
Chairman of Grievance Committee, Division,  
No. 15, Canadian Brotherhood Railway  
Employees, Halifax, 257 Campbell Road.

It having appeared, in the course of the investigation, that undue interference was suspected on the part of certain political organizations or committees in connection with the selection of the names for dismissal or retention, the Board finds that all the sworn evidence heard before it tended clearly to disprove any such interference.

3. On the question of discrimination, in certain cases, having been exercised against the men on account of their being active members of the Canadian Brotherhood of Railroad employees, the evidence before the Board does not justify it in believing this to be the case.

4. The railway company, through the chairman of the Board of Management and one of the other members, strongly urged the claim that the officials of the Company must be the judges of the qualifications of the men in its employ for retention or dismissal. The Board admits this claim, but at the same time it deems it necessary to point out that, in dealing with a very large number of employees, some instances of undue hardship imposed upon the latter will unavoidably occur. The higher officials of the railway state that they are always willing to investigate complaints on the part of the men, and that such complaints may be carried up, through the chain of responsible officials, to the general superintendent, or even to the Board of Management. This, on principle, is eminently fair and just, but in practice it will be found, in many instances, to entail on the men concerned expenses which are beyond their reasonable means. It is, therefore, the opinion of the Board that when the men belong to a duly incorporated or recognized union which has no schedule of agreement with the railway, and when their grievances entail reference to officials who are not accessible to the men at the place where they are employed, they should be allowed to present them through the medium of the duly qualified officers of the union to which the complainant belongs.

The Board desires to acknowledge the willingness and good spirit shown by both parties to the dispute in procuring the evidence required by it.

We have the honour to be, sir, your obedient servants,

(Signed) J. GEO. GARNEAU,  
Chairman.

" A. R. MOSHER,

" J. H. GILMOUR,

Quebec, November 12, 1909.

**XVII.—APPLICATION FROM FREIGHT HANDLERS EMPLOYED BY THE  
CANADIAN PACIFIC RAILWAY COMPANY AT FORT WILLIAM, ONT.  
—BOARD ESTABLISHED—UNANIMOUS REPORT BY BOARD—  
AGREEMENT CONCLUDED.**

*Application received.*—August 18, 1909.

*Parties concerned.*—Canadian Pacific Railway Company and its freight handlers at Fort William, Ont.

*Applicants.*—Employees.

*Nature of industry concerned.*—Transportation.

*Nature of dispute.*—Wages and conditions of labour.

*Number of employees affected.*—700.

*Date of constitution of Board.*—August 20, 1909.

*Membership of Board.*—Mr. S. C. Young, Fort William, Ont., Chairman appointed on the joint recommendation of the other members of the Board; Mr. W. J. Christie, Winnipeg, Man., appointed on the recommendation of the employing Company; and Mr. W. T. Rankin, Fort William, Ont., appointed on the recommendation of the employees.

*Report received.*—August 30, 1909.

*Result of inquiry.*—Employees, for most part foreigners, had gone on strike in ignorance of the Act, but returned to work on applying for Board. Board's recommendations for settlement were accepted by both parties concerned. No further cessation of work occurred.

On August 12 the Minister of Labour having been apprised of the occurrence of a strike on the part of freight handlers to the number of 700 employed on the Canadian Pacific Railway Company at Fort William, Ont., opened communication through His Worship Mayor Peltier, of Fort William, with the parties concerned, as a result of which Mr. F. A. Acland, Deputy Minister of Labour, was commissioned on August 15 to proceed to Fort William to lend the good offices of the department towards effecting, if possible, an adjustment of the dispute. The differences in question related to the demands of the freight handlers for increased rates of pay and for the discontinuance of a bonus system by which one cent per hour of their wages was held by the Company until the completion of the season's work.

On August 18 the deputy minister informed the Minister of Labour from Fort William that formal application had been made by the employees for the establishment of a Board under the Industrial Disputes Investigation Act. In this message the deputy minister also announced that the strikers had all returned to work and that troops which had been called out for the preservation of order had been withdrawn. A Board was accordingly established without delay, composed of Mr. W. J. Christie, of Winnipeg; Mr. W. T. Rankin, of Fort William, and Mr. S. C. Young, of Fort William, the latter being appointed chairman on the joint recommendation of Messrs. Christie and Rankin. On August 24, six days after the application had been transmitted to the department, a unanimous report was made by the Board in terms which were understood to be acceptable to both parties to the dispute.

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## REPORT OF THE DEPUTY MINISTER.

A full account of the circumstances attending this dispute and of the means adopted to effect a settlement is contained in a report of the Deputy Minister of Labour to the Minister of Labour in the following terms:—

Ottawa, August 26, 1909.

To the HONOURABLE THE MINISTER OF LABOUR,

Ottawa, Ont.

SIR,—I have the honour to present a report relating to the differences between the Canadian Pacific Railway Company and the longshoremen in its employ at the port of Fort William, Ont., and to the action of the department with regard thereto.

On Sunday, the 15th instant, I received from you verbal instructions, subsequently confirmed by writing, to proceed to Fort William, Ont., and to lend the good offices of the department in promoting a settlement of the differences above mentioned, and on the following day I left for the scene of the dispute, arriving there on the evening of Tuesday the 17th instant.

The following telegrams show more precisely the nature of the mission:—

1. From Mr. Frederick Urry, correspondent of the *Labour Gazette* at Port Arthur, and secretary of the Trade and Labour Council at Port Arthur, to Hon. W. L. Mackenzie King, Minister of Labour, dated Port Arthur, August 14:—‘Strike committee of freight-handlers, Fort William, request your presence here to hear their grievances and effect settlement. Wire reply.’

2. From Hon. W. L. Mackenzie King, Minister of Labour, to Mr. Frederick Urry, Port Arthur, Ont., dated Ottawa, August 15:—‘Your telegram of last night received this morning. The deputy minister, Mr. F. A. Acland, will leave for Fort William immediately to lend the good offices of the department towards effecting a settlement of the Fort William dispute. Mr. Acland was instrumental in effecting under similar circumstances a settlement of a longshoremen’s dispute at Montreal two years ago, and I bespeak for him the confidence of each of the parties.’

It will be well to set down briefly the leading features of the dispute up to the exchange of telegrams leading to the intervention of the department. My statements on these points are necessarily based on inquiries made after my arrival at Fort William and not on personal observation, but I am satisfied of their substantial accuracy.

There are about 700 men receiving employment to a varying degree as freight-handlers at the freight sheds of the Canadian Pacific Railway Company at Fort William, Ont. These men are of numerous nationalities, the prevailing races being Russians, Hungarians, Austrians, Greeks, Italians and Ruthenians, with a sprinkling of English-speaking men. The rate of wages paid during the present season up to the time of the dispute has been 17½ cents per hour for day work and 20 cents per hour for night work, with an additional cent for each hour worked, given as a bonus at the end of the season to the men who remained on duty until that time arrives. The object of the bonus is obviously to induce the men to hold themselves available for duty to a later date than they might otherwise be disposed to regard as desirable. The system is identical with that adopted in the case of the Montreal longshoremen three years ago on the recommendation of the Board of Conciliation and Investigation then established to adjust the dispute between the longshoremen and the Shipping Federation of Canada, but the amount of bonus paid at Montreal is 2½ cents on each hour worked. It is not within the scope of the present mission to pronounce in any way upon the question of the adequacy of the rate of wages that had prevailed at Fort William from the beginning of the season or on the effectiveness or desirability of the bonus system, but it may be remarked generally that the rate of wages paid to freight-handlers and longshoremen appears to depend to a considerable extent upon the degree of permanence afforded by the work at the respective ports. Where the work



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is most irregular there, usually, the wages rule highest the transportation companies concerned could not otherwise secure men for prompt service when occasion requires. The rate payable is, of course, again affected by the prevailing local rate for ordinary labour. The question of the degree of hardship imposed on the men by a bonus system which holds them to the employing company until the end of the season regardless of the amount of work received, unless the extra remuneration involved be sacrificed, similarly depends largely on local conditions and on the character of the men employed, and is not one concerning which any general pronouncement may be made with advantage.

During the present season work appears to have proceeded quietly enough at the rate mentioned above until Saturday, August 7. The officials of the Company report that no representations were made to them concerning grievances, nor do the men claim that any such representations were made, save, it was subsequently stated on behalf of the men (though denied by the Company), in case of some individual employees who had objected to certain of the foremen that the rate of pay was inadequate to the work. The employing Company appears, therefore, to have been taken completely by surprise when on Monday, August 9, the men suddenly and without any formal warning to the Company ceased work, and it is quite certain that the community of Fort William generally was unprepared for such conditions. The result of the refusal of the men to work was to derange the shipping facilities of Fort William and to threaten a tie-up of steamers that might be in port or might come to port.

#### APPLICATION OF INDUSTRIAL DISPUTES INVESTIGATION ACT.

The industry involved being one involving transportation facilities brought the dispute within the province of the Industrial Disputes Investigation Act, 1907, and the men were not complying with the terms of the Act in ceasing work before the differences between them and their employers had been referred for investigation to a Board of Conciliation and Investigation. The men involved were, as has already been pointed out, very generally foreigners, and with perhaps few exceptions without more than the rudiments of education. It does not appear that they were, as a rule, new arrivals, and many of them had lived for some years at Fort William and had been engaged for several seasons in the work of freight handling. There seems good ground for accepting, however, the claim subsequently advanced by the leaders of the men that they were unaware of the existence of the Industrial Disputes Investigation Act, and that had they known the requirements of this Act they would not have ceased work without their grievance having been first investigated.

During the two or three days following immediately after the strike, more or less informal conferences took place between the representatives of the men and the officials of the Company. The Company is represented locally by Superintendent J. Graham, but Mr. J. T. Arundel, general superintendent of the Central division of the Canadian Pacific Railway, reached Fort William on Tuesday, August 10, and Assistant General Manager Bury came to the scene of the dispute a day later. The higher officials assumed the direction of affairs, so far as the Company was concerned, during their stay in Fort William. The demands of the men as formulated were briefly as follows:—

1. An increase of pay.
2. An abolition of the bonus system.
3. Better treatment from the foremen.

The strikers carefully picketed the approaches to the C. P. R. sheds from day to day, and it being reported that some of the strikers were carrying firearms a search was made by the city police, one man on whom was found a Colts' revolver being arrested. Mr. L. L. Peltier, mayor of Fort William, received a deputation of the strikers on Tuesday morning, August 10, at the City Hall, several hundred men being present.

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Bosco Dominico, an Italian, acted as interpreter, and spoke for the demands of the men and the mayor in reply, as reported in the local press, promised to do all that lay in his power to promote an understanding. He strongly condemned the carrying of firearms and urged that the men go back to work and leave the dispute to be discussed by a Conciliation Committee of which he was quite willing to be one. If this committee failed, the mayor recommended that the dispute should be referred for adjustment under the Industrial Disputes Investigation Act, the nature of which he explained.

The mayor appears to have immediately commenced negotiations with the Company, and the differences were in a fair way to settlement without a reference to the Industrial Disputes Investigation Act when on Thursday morning, August 12, an unfortunate incident occurred. About 30 special constables had been brought down from Winnipeg by the C. P. R. management for the purpose of protecting the property of the Company. The constables were sworn in on Thursday morning before Magistrate Palling, of Fort William, and taken to the Company's boarding house near the freight sheds. The arrival of the special constables appears to have had an irritating effect on the strikers, some of whom believed or professed to believe that the new arrivals were strike breakers and not constables.

## COLLISION BETWEEN STRIKERS AND CONSTABLES.

The Company seems to have followed the customary procedure in this matter, and it has not been seriously suggested that the powers conferred upon them under such conditions by the provincial laws were in any way exceeded. It would seem possible, however, that a less prominent display of force would have been dictated by prudence and might have helped to avert the calamity that followed, and it is at least arguable whether the public interests do not demand such an amendment of the law as would require that the consent of the public officers responsible for the peace of the community should be procured before so large a body of armed men is brought within the limits of the municipality concerned.

While the C. P. R. special constables were breakfasting, the strikers gathered around in considerable force and on the emergence of the constables an altercation ensued, which developed quickly into the active use of firearms, with the result that many persons were severely injured. Eleven constables were wounded and taken to the hospital, and several of the strikers are believed also to have been wounded and taken away by their comrades; no wounded strikers were taken to the hospital. Mayor Peltier, when the news of the shooting reached him, was in the act of negotiating a settlement with the C. P. R. officials enabling the men to return to work immediately on improved terms, with a reference to the Industrial Disputes Investigation Act in the event of further grievances developing. The mayor immediately proceeded to the scene of the outbreak and read the Riot Act and issued then the call for the militia, the magistrates signing the requisition with him being Messrs. Peter McKellar and G. W. Brown. A detachment 150 strong of the 96th regiment located in Fort William and Port Arthur were soon on duty and order was restored. Col. Steele, D.O.C., who was in Port Arthur at the time of the affray, assumed command, and also brought down from Winnipeg seventy-five members of the Canadian Mounted Rifles.

The presence of the Militia had a quieting effect and no further untoward incident occurred. The strike continued, and on Friday morning over a hundred men were brought in by the Company from the east and work was partially resumed at the freight sheds. Picketing was continued by the strikers, but without disorder. The bearing of the militia is on all hands reported to have been excellent. Mayor Peltier resumed negotiations looking to a settlement, and at a meeting of the men on Friday, August 13, read the following telegrams exchanged between the Minister of Labour and himself:—

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Ottawa, August 12, 1909.

MAYOR PELTIER,  
Fort William, Ont.

Press despatches mention you have been endeavouring to arrange settlement of longshoremen's strike. Possibly parties are not aware that Industrial Disputes Investigation Act is applicable to this dispute and that persons violating provisions of Act are liable to prescribed penalties. Two years ago longshoremen at Montreal and Halifax, having struck without knowledge of provisions of Act, returned to work and had difficulties referred under its provisions once the same were brought to their attention. Satisfactory settlements followed. Possibly strikers at Fort William will see the wisdom of adopting a similar course. I will be pleased to establish a Board of Conciliation and Investigation forthwith if so requested. Copies of Act mailed yesterday to W. Houston, secretary of Longshoremen's Union.

(Sgd.) W. L. MACKENZIE KING,  
Minister of Labour.

Fort William, August 13, 1909.

W. L. MACKENZIE KING,  
Minister of Labour,  
Ottawa.

On August 11, by authority of Canadian Pacific Railway and over my signature and corporation seal, I made the following proposition to strikers:—If men returned to work to-day the Company's superintendent and general superintendent will meet representatives of the men to-night to endeavour to adjust any grievances and settle wage question, and if men dissatisfied they will remain working and invoke Lemieux Act. This was not accepted. Situation well in hand. May use Act yet.

(Sgd.) L. L. PELTIER, Mayor.

The mayor on Saturday, August 14, regarded normal conditions restored and requested the withdrawal of military protection. The regulars and militia were accordingly withdrawn on Saturday night. During the day the city police had arrested a number of men believed to have been implicated in the affair of the 12th instant, and the men arrested were taken to Port Arthur for trial.

DISPUTE REFERRED UNDER INDUSTRIAL DISPUTES INVESTIGATION ACT.

As a result jointly of the efforts of the mayor and of the knowledge obtained by the strikers of the nature of the Industrial Disputes Investigation Act, an understanding was now reached, to have the dispute referred for investigation under its provisions, and in virtue of this understanding on Monday morning, August 16, the men accordingly resumed work. On my arrival in the city on the evening of the 17th, as stated above, there was no outward evidence of the recent disturbance, but there was indication of a tense and excitable condition of feeling being still abroad, and I received many assurances of the necessity for prompt action in bringing the whole matter before a Board for full inquiry and final adjustment. I communicated immediately on my arrival with the mayor and with Mr. F. Urry, by whom had been transmitted to the Minister the communication on behalf of the strikers, and it was arranged that I should on the following morning meet the members of the committee representing the strikers and obtain from them the formal application for a Board of Conciliation and Investigation, which it was believed they were now desirous of presenting.

The committee met at the city hall at 11 a.m. on Wednesday, August 18, Mayor Peltier and Mr. F. Urry being present and rendering valuable assistance. With one



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exception the committee was composed of non-English speaking persons, and the services of translators in several languages were necessary. The application was formally drawn, signed before Magistrate Palling by Messrs. C. R. Spooner and Piro Pathakoes, respectively, as representing the committee, and formally handed to myself as Registrar of Boards of Conciliation and Investigation. Mr. F. Urry was recommended by the men for appointment to the Board. The Minister had already expressed determination to establish a Board if an application was received in due form, and as I received a notification during the day from the employing Company that the Company had recommended Mr. W. J. Christie, of Winnipeg, for appointment, I communicated to the Minister the names of the persons respectively recommended and the Minister was pleased to appoint them forthwith. I represented to Messrs. Christie and Urry, by telegraphic messages to Winnipeg and Port Arthur respectively, the desirability of expediting the inquiry as far as was possible and suggested, by the Minister's direction, that they should endeavour as speedily as possible to agree on a recommendation for the third member of the Board, and that if they could not come to such agreement speedily, they should consider the advisability of waiving their full rights of deliberation in this matter and refer the appointment to the Minister in the manner provided by the Act, when the appointment would be made forthwith. I received a message in reply from Mr. Christie stating that he would reach Fort William on Friday evening, August 20. On Thursday, August 19, I received a letter from Mr. Urry stating that on reconsidering the situation he had decided to tender his resignation as a member of the Board. Mr. Urry's note was as follows:—

Port Arthur, Ont., August 19, 1909.

Mr. F. A. ACLAND,

Deputy Minister of Labour.

Dear Sir.—It was a surprise to me yesterday when the members of the strike committee asked me to act for them. Without having time to consider the matter fully I consented.

I have since come to the conclusion that in the interest of the labour movement of these two cities it will be best that I decline the position.

Thanking you and also the Minister of Labour for your confidence in me to act on behalf of the men by confirming their choice.

I remain, your faithfully,

(Sgd.) FREDERICK URRY.

It became necessary accordingly to reconvene the Strike Committee, and as the members were now at work during the day, it was impossible to secure such meeting until evening at 7 p.m. On Thursday, August 19, therefore, the committee, reconvened, and after some deliberation decided to recommend Ald. W. T. Rankin for appointment to the Board. The mayor was present at this second meeting of the committee and again lent his services for the adjustment of the difficulty.

#### RESOLUTION BY MEN WITH RESPECT TO ACTION OF THE DEPARTMENT.

At the same meeting of the committee the following resolution was passed relating to the action of the Department and setting forth the attitude of the employees towards the Industrial Disputes Investigation Act:—

Fort William, August 18, 1909.

We, the committee representing the freight shed men employed by the Canadian Pacific Railway Company at Fort William, appreciate the promptness with which the Department of Labour dealt with our request for the appointment of a Board to deal with our grievances, and had we known of the existence of the Lemieux Act, we would not have ceased work until we had invoked the good offices of the Minister of Labour.

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The Minister appointed Mr. Rankin to the Board in place of Mr. Urry, and on Friday, August 20, Messrs. Christie and Rankin met to confer regarding the question of a chairman, with the result that during the day they agreed on the nomination of Mr. S. C. Young, a leading citizen of Fort William, and this recommendation was duly confirmed by the Minister. The members of the Board were sworn in on Saturday morning, August 21, and began immediately the official inquiry into the dispute. The proceedings of the Board lasted throughout Saturday, considerable evidence being taken as to the cost of living at Fort William as compared with other places, and as to the bearing of this on the wage question. Evidence was also taken on some other questions. Many of the men were present throughout the day and the proceedings were apparently an object lesson of considerable value to them, as well as to different leading citizens who were present during the day as witnesses or spectators. In the evening the Board met in private for the purpose of endeavouring to agree on a report, but finding it impossible as yet to make a unanimous report, it was decided to take further evidence on Monday, August 23. The proceedings were resumed on Monday and additional evidence was taken. On Monday evening the Board again went into private session which continued until between five and six o'clock in the morning of Tuesday, August 24, in an endeavour to formulate a unanimous recommendation. Some details were left for final adjustment, and a copy of the text of the finding of the Board to which then or subsequently were attached the names of the three members of the Board, was handed me by the chairman on Tuesday evening. This finding was understood to be satisfactory to both parties concerned. The whole proceedings from the day on which the formal application was received had lasted during six working days only, showing with what expedition the machinery of the Act may be worked when there is a special urgency for the same.

The finding of the Board recommended (1) the payment of the rate of 20½ cents per hour by day and 23½ cents per hour by night, a substantial advance over the figures formerly paid, dating from August 16, when the men resumed work; (2) the abolition of the bonus system for the future, and the payment immediately of the bonus earned up to date. Concerning the question of ill-treatment the Board did not find that any evidence supporting this contention had been submitted, but the Company's officers had, it was stated, given satisfactory assurances on the subject. This report was understood to be acceptable to both parties to the dispute. A formal report of the finding of the Board was duly forwarded to the Minister at Ottawa.

#### RECAPITULATION OF PROCEEDINGS—EFFECT OF THE ACT.

It will be seen that the employees ceased work on August 9, requested the aid of the Minister of Labour on August 15, returned to work on August 16, and made formal application for a Board of Conciliation and Investigation on August 18, the Board holding official inquiry on August 21 and 23, and reaching a conclusion on August 24, fifteen days from the time of the strike, and six days, as noted, from the date of the formal application for a Board.

The financial loss suffered by both parties to the dispute would have been, no doubt, entirely avoided and the unfortunate affray between the special constables and the strikers necessarily eliminated had the differences been referred for adjustment under the terms of the Industrial Disputes Investigation Act in the first place, a course clearly dictated, moreover, by ordinary prudence as well as by the laws of the land. As previously stated, however, the men claim to have been wholly ignorant of the existence of any special law bearing on the question of trade disputes. This was stated in concise terms in the application forwarded to the Minister, and also in the resolution passed by the committee of strikers quoted above.

In the application for the establishment of the Board it was stated on behalf of the freight-handlers concerned that 'in ceasing work, the employees, the great ma-

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majority of whom are foreigners, acted in good faith, and as they would have acted in their own respective countries, being unaware of the existence in Canada of any Act of Parliament requiring that before a strike was called there shall be an inquiry into the grievances before a Board established by the Minister of Labour.'

I desire in closing this report to draw the Minister's attention to the excellent public service rendered by His Worship Mayor Peltier throughout the difficulty, and the substantial aid which I received from the mayor and Mr. F. Urry, secretary of the Trades and Labour Council of Port Arthur and correspondent of *The Labour Gazette* for Port Arthur, in expediting the procedure for the establishment of the Board. I desire also to acknowledge the cordial and courteous co-operation of the officials of the Canadian Pacific Railway Company to the same end.

I have the honour to be, sir, your obedient servant

(Signed) F. A. ACLAND,  
Deputy Minister of Labour.

## REPORT OF BOARD.

The text of the findings of the Board of Conciliation and Investigation established in this matter is as follows:—

Fort William, Ont., August 24, 1909.

To the HONOURABLE THE MINISTER OF LABOUR,  
Ottawa, Ont.

Sir,—In the matter of the Industrial Disputes Investigation Act, 1907, and of the dispute between the Canadian Pacific Railway Company, employers, and the freight handlers of that Company, at Fort William, Ont., employees, we the duly appointed Board of Conciliation and Investigation, consisting of Samuel C. Young, Chairman, of the city of Fort William, Ont.; William J. Christie, of the city of Winnipeg, Man.; William T. Rankin, of the city of Fort William, Ont., beg to report as follows:—

The Board met in the council chamber of the City Hall, Fort William, Ont., Saturday, August 21, 1909.

The grievances set forth in statement A of employees were first taken up. Briefly, they were as follows:—

1. A raise of wages from 18½ cents to 22½ cents per hour for day work and from 21 cents to 25 cents per hour for night work.
2. The employees complained that the cost of living in the city of Fort William warranted them in asking for the increase.
3. That some of the men had been unjustly or harshly dealt with by some of the Company's foremen in pursuance of their work.
4. They wished the discontinuance of the bonus system now in force whereby 1 cent per hour of their wages is held by the Company until completion of the season's work.

Taking the questions up in order named, we went exhaustively into the matter of wages paid for ordinary labour in this city and district, and find that ordinary, unskilled labour, such as is affected in this case, commands about 20 cents per hour and we, therefore, recommend:—

FIRST.—That the wages to be paid to the complaints, *i.e.*, the labourers in the Canadian Pacific Railway Company's freight sheds at Fort William, Ont., shall be 20½ cents per hour for day work and 23½ cents per hour for night work, and that these rates shall apply from August 16, 1909.



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SECOND.—We find that, after very careful investigation, considering transportation charges on commodities, the cost of living in the city of Fort William, Ont., compares favourably with other cities, both east and west.

THIRD.—In the matter of complaint of employees as to harsh treatment by some of the foremen in the employ of the Company, we could not get any direct evidence in support of their complaint. We have the assurances of officials of the Company that they will not tolerate any unwarranted treatment of the men if same is brought to their attention. We have advised the representatives of the men to make complaint in writing to the proper authorities should anything of this nature occur in the future.

FOURTH.—We strongly recommend that the bonus system be discontinued at once, and that bonuses earned to August 16, 1909, be paid in full within one week. We have the Company's consent to this proposal.

In looking into the matters which brought about the trouble between the employees and the Canadian Pacific Railway Company, we find that no proper demands were made by the men. The men left their work without notice which seriously affected the freight handling business at this port, causing great loss to shipping and mercantile interests of the country.

We have tried to impress upon the men the seriousness of their action in this respect and we are pleased to note in their statement referred to that they realize this and that they will not participate in such action in the future.

(Sgd.) S. C. YOUNG,

Chairman.

(Sgd.) W. T. RANKIN,

For Employees.

(Sgd.) W. J. CHRISTIE,

For C. P. Ry. Co.

Dated at Fort William, Ont., 24th day of August, 1909.

**XVIII.—APPLICATION FROM MACHINISTS AND FITTERS EMPLOYED BY THE INTERCOLONIAL RAILWAY OF CANADA—BOARD ESTABLISHED—UNANIMOUS REPORT BY BOARD—STRIKE AVERTED.**

*Application received.*—October 2, 1909.

*Parties concerned.*—Intercolonial Railway of Canada and machinists and fitters in its employ.

*Applicants.*—Employees.

*Nature of industry concerned.*—Railways.

*Nature of dispute.*—Alleged unfair dismissal of certain employees and alleged violation of contract.

*Number of employees affected.*—Directly, 363; indirectly, 43.

*Date of constitution of Board.*—October 4, 1909.

*Membership of Board.*—His Honour Judge J. A. Barron, Stratford, Ont., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. Jas. H. Gilmour, Brockville, Ont., appointed on the recommendation of the Government Railways Managing Board; and Mr. J. G. O'Donoghue, Toronto, Ont., appointed on the recommendation of the employees.

*Report received.*—December 8, 1909.

*Result of inquiry.*—A unanimous report was presented by the Board for settlement of dispute, which was accepted by both parties concerned; a strike being thereby averted.

On December 8 the Minister received the report of the Board established in the matter of differences between the Intercolonial Railway of Canada and its machinists and fitters, members of the International Association of Machinists. The report in question was signed by the three members of the Board, viz.: His Honour Judge John A. Barron, of Stratford, Ontario, Chairman; Mr. James H. Gilmour, of Brockville, Ontario, member appointed on recommendation of the employer; Mr. J. G. O'Donoghue, of Toronto, Ontario, member appointed on the recommendation of the employees.

On December 13 the Department was informed that the findings of the Board were entirely acceptable to the Intercolonial railway. On January 27 the Department was also informed by telegram that the findings in this matter had been accepted by the machinists and fitters concerned.

In the application for the establishment of this Board it was stated that the dispute related to:—

'I. Dismissing certain employees contrary to signed agreement or schedule:

'II. Refusal of investigation for men dismissed according to Article 4, section 3, of signed agreement, viz., "An investigation for men dismissed."

'III. Certain employees not receiving increase of pay which was promised in October, 1908, and again in June, 1909.

'IV. Violation of Article 4, section 1, of schedule bearing on reduction of expenses by reducing the force which provides for married men with families depending on them for support to be given the preference.

'V. Men who have been a number of years in the service who are near the age for pension being dropped from service.'

The Board in its report has giving its findings on each of the points above mentioned. In respect of the alleged dismissal of certain employees contrary to signed agreement or schedule the Board finds that the services of about 350 men were dispensed with in pursuance of a policy of retrenchment, and that the necessity for the reduction in the staff was explained by the management to a committee of the employees concerned. On this point the Board further observed that 'it can readily understand the difficulty of applying the schedule under the circumstances, but no further difference will arise on the point because all the representatives of the Company expressed their desire and intention to keep and enforce the schedule hereafter.'

Concerning the alleged refusal of investigation for men dismissed, the Board found that a conference was held between the management and a committee of the employees at which the reason for the dismissals was given, and that it appeared that the management could not have done more.

Regarding the claim that certain employees had not received increases of pay promised in October, 1908, and in June, 1909, the Board found that, whilst an increase of wages was promised to boilermakers and machinists, the annual return for the Intercolonial system showed a deficit and that the matter of increase dragged along until the beginning of the present year, when the chairman of the Government Railways Management Board stated that he had a sum of money for distribution among the men above referred to. Pending the present investigation the increase has not been given, but the Board expressed the opinion that it should now be given, dating from April 1, 1909.

Regarding the alleged violation of Article 4, section 1, of the schedule, bearing on reduction of expenses through reduction of staff, which provided for a preference to married men with families depending on them for support, the Board heard the evidence of every one desiring to be heard. At Halifax it appears that amongst those who were let go were men who had been a very long time in the service of the road. The Board found that loss of employment by these men was no doubt a real hardship, and further observes that the passage of the amendment to the Provident Fund Act now before the House of Commons is amply justified by the consideration of these cases. The men contended that the section of their schedule with the Company calling for the application of the seniority rule should have been applied to the round-house and the shop at Halifax as if these were one, so that the older men in each case should be given the preference of employment. The Company, on the other hand, claimed that if only the shop was closed the round-house should not be brought into the matter at all. The majority of the Board thought that under the circumstances the seniority rule could not be enforced, inasmuch as all of the employees working in the shop were let go, and that the round-house should not be considered. Mr. O'Donoghue did not see his way clear to agree to this. The Board's report further observed that in any event the passage of the Act above referred to will do justice to all concerned.

Regarding the claim of employees who had been a number of years in the service and who had almost reached the age for pension being dropped from the service, the Board expressed the opinion that the men should receive their pension under the proposed amendment of the Provident Fund Act from the date of their dismissal.

The report concluded with the following observations: 'A feature in regard to the dismissals was brought into the investigation which, though not directly referred to the Board, the Board nevertheless did not desire to exclude, and that was that in the dismissal of employees political interference was had and political preference was shown. Once the suggestion was made the Board exhausted every means to ascertain what the facts were, and they unanimously find that the evidence establishes that political interference or political preference had no part whatever in the dismissals the Board was called upon to consider.'



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'The Board feels it due to Mr. Butler, Mr. Brady and Mr. Joughins to say that their instructions in every case with regard to the dismissals were that politics were not to have any part in the matter.

'The Board must express its pleasure at the cordial relations existing between the I. C. R. officials and the representatives of the men.

'Our work has been much facilitated by all parties concerned.'

## REPORT OF BOARD.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of differences between the Intercolonial Railway and its machinists and fitters, members of the International Association of Machinists:

The Board of Conciliation and Investigation created under the statute in that behalf, and to whom, on the 19th day of October, 1909, was referred certain disputes, claims and demands, which said disputes, &c., are hereinafter set forth and numbered respectively from I. to VI., respectfully report as follows:—

The said Board held a series of sittings at Montreal, Ottawa, Moncton, Halifax and Quebec, at all of which places all evidence offered was taken, and all of which places Charles Bleakney and John Delahirst, the parties who made the application for investigation, were present and took part in the same, together with several others representing the machinists and fitters of the Intercolonial system.

The said Charles Bleakney and John Delahirst were at the time of the statutory application in these proceedings and still are employees of the Intercolonial Railway within the meaning of Section 16, subsection 3 of the Industrial Disputes Investigation Act, 1907.

1. *Dismissing certain employees contrary to signed agreement or schedule.*

The Board find that the services of about three hundred and fifty men were dispensed with. This very large reduction in the staff was made in pursuance of a policy of retrenchment. The fact undoubtedly was that, in the course of many years, the road had become over-manned, and it became apparent that if proper economy was to be exercised the services of many men in 'the maintenance of equipment department' had necessarily to be dispensed with. In Halifax alone about 125 men were laid off. This large dismissal of men at Halifax was unavoidable, because of the fact that the employers decided to and did in fact abolish entirely all attempts at heavy repair work for locomotive maintenance, retaining only a sufficient number of employees for ordinary roundhouse purposes. The object in view in dismissing the men in regard to whom this investigation was ordered was beyond dispute, to permanently reduce the staff and thus put an end to over-expenditure.

When the dismissals were made the management met a committee of the men and explained the reason for the dismissals, namely, the necessity for reduction. The Board can readily understand the difficulty of applying the schedule under the circumstances, but no further difference will arise on the point, because all the representatives of the Company expressed their desire and intention to keep and enforce the schedule hereafter.

2. *Refusal of investigation for men dismissed according to Article 4, section 3, of signed agreement, viz.:—An investigation for men dismissed.*

As to this, it has already been pointed out that there was a conference between the committee and the Company at which the reason for the dismissal was given. That same reason and no other has been given by the Company before us, so that it appears to us that the management could not have done more than they did.

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3. *Certain employees not receiving increase of pay which was promised in October, 1908, and in June, 1909.*

In the fall of 1908 a committee of the men met Mr. Butler, and the latter expressed his desire to increase the wages of the boilermakers and machinists. Whilst the matter was in hand the annual return for the road showed a deficit, and the matter of increase dragged along until the beginning of this year, when Mr. Butler stated that he had a sum of money for distribution amongst the men above referred to. Pending this investigation the increase has not been given, but the Board think it should now be given, dating from April 1 last.

4. *Violation of article 4, section 1, of schedule bearing on reduction of expenses by reducing the force which provides for married men with families depending on them for support to be given the preference.*

The Board heard the statements of every man who desired to give his evidence. At Halifax it appears that amongst those who were let go were men who had been a very long time in the service of the road. Whittle was 31 years in the service; Délaney, 38; Baisley, 15, and Phalen 29 or 30. At Rivière du Loup also the same thing happened. H. Des Rochers had been in the service 23 years; Samson, 23; Raymond, 22; Lavoie, 20, and Thibierge, 12. At Campbellton, T. McDevitt, 22 years.

Loss of employment by these men was, no doubt, a real hardship, and the passage of the amendment to the Provident Fund Act now before the House of Commons is amply justified by the consideration of these cases. The men contend that the section of their schedule with the Company calling for application of the seniority rule should have been applied to the roundhouse and the shop at Halifax as if one, so that the older men in each case should be given the preference of employment. The Company, on the other hand, claimed that if only the shop was closed the roundhouse should not be brought into the matter at all. The majority of the Board think that under the circumstances the seniority rule could not be enforced, inasmuch as all of the employees working in the shop were let go, and the roundhouse should not be considered. Mr. O'Donoghue does not see his way to agree to this. In any event the passage of the Act above referred to will do justice to all concerned.

At Moncton particular stress was laid upon the cases of *Trites* and *LeBlanc*. Their immediate superiors spoke very highly of them, while the higher officials alleged indifference to his work in *Trites'* case and slowness on the part of *LeBlanc*.

While all the men above referred to will come under the amendment of the Provident Fund Act, the Board recommend that they be given work at the first available opportunity.

5. *Men who have been a number of years in the service, who are near the age for pension, being dropped from service.*

This has already been covered. The Board is of the opinion that the men should receive their pension under the proposed amendment from the date of their dismissal.

6. A feature in regard to the dismissals was brought into the investigation which, though not directly referred to the Board, the Board nevertheless did not desire to exclude, and that was that in the dismissal of employees political interference was had, and political preference was shown. Once the suggestion was made the Board exhausted every means to ascertain what the facts were, and they unanimously find that the evidence establishes that political interference or political preference had no part whatever in the dismissals the Board was called upon to consider.

The Board feels it due to Mr. Butler, Mr. Brady and Mr. Joughins to say that their instructions in every case with regard to the dismissals were that politics were not to have any part in the matter.

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The Board must express its pleasure at the cordial relations existing between the I. C. R. officials and the representatives of the men.

Our work has been much facilitated by all parties concerned. All of which is respectfully submitted.

(Sgd.) JOHN A. BARRON,  
Chairman.

(Sgd.) J. H. GILMOUR,  
For the I. C. R.

(Sgd.) J. G. O'DONOGHUE,  
For the Men.



**XIX.—APPLICATION FROM EDMONTON STANDARD COAL COMPANY, LIMITED, ALTA.—BOARD ESTABLISHED—UNANIMOUS REPORT BY BOARD—STRIKE AVERTED.**

*Application received.*—November 18, 1909.

*Parties concerned.*—Edmonton Standard Coal Company, Edmonton, Alta., and employees.

*Applicants.*—Employers.

*Nature of industry affected.*—Coal mining.

*Nature of dispute.*—Wages and dismissal of employees.

*Number of employees affected.*—75.

*Date of constitution of Board.*—December 2, 1909.

*Membership of Board.*—Mr. Geo. F. Cunningham, Edmonton, Alta., Chairman, appointed on the recommendation of the other members of the Board; Mr. Frank B. Smith, Edmonton, Alta., appointed on the recommendation of the employing Company; and Mr. Clement Stubbs, Edmonton, Alta., appointed on the recommendation of the employees.

*Report received.*—December 27, 1909.

*Result of inquiry.*—A unanimous report was presented by the Board making certain recommendations for the settlement of the dispute, which were accepted by both parties concerned; a strike being thereby averted.

The Minister received on December 27 the report of the Board of Conciliation and Investigation, to which had been referred certain differences between the Edmonton Standard Coal Company, of Edmonton, Alta., and its employees, to the number of seventy-five.

The differences in question were stated in the Company's application to have arisen through the discharging of five employees by the pit boss, which resulted in all the other employees quitting work for a period of two days without notification to the Company. The application referred also to proposals which were said to be in contemplation by the employees for increased rates of pay.

Mr. Frank B. Smith, of Edmonton, Alta., and Mr. Clement Stubbs, of Edmonton, Alta., were appointed members of the Board on behalf of the employer and employees respectively, and on the recommendation of the foregoing the Board was completed on December 2 by the appointment of Mr. Geo. F. Cunningham, of Camrose, Alta., as Chairman. The report was signed by all the members of the Board.

On January 8 a communication was received to the effect that the findings of the Board were acceptable to the employees, and on January 12 the Department was informed that the findings had been accepted also by the Company.

In the hearing before the Board it was claimed by the employees that two of their number had been discharged on October 27 without reason, and that when on the following day a committee of three was appointed to inquire into the dismissal of the said employees, the members of this committee were also discharged without justification. It was also claimed on behalf of the workmen concerned that the pit boss had shown discrimination in an effort to suppress organization on the part of the employees, and that all five of the men discharged were active members of the United Mine Workers of America.

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On behalf of the Company it was claimed that the two employees discharged on October 27 were guilty of disobedience to the Company's rules. During the hearing before the Board the Company claimed that these two employees should be suspended for a period of one week for the purpose of upholding the discipline of the mine. Acknowledgment was made, however, on behalf of the employer that the three subsequent dismissals were caused by hasty and impolitic action by certain officials of the Company, and the Company expressed its willingness to reinstate the latter. In respect of the rates of pay a satisfactory arrangement was effected between the Company and its employees. The Company formally expressed its willingness to abide by the decision of the Board.

The findings of the Board were confined to the question of the dismissal of two employees by the pit boss on October 27. From the evidence submitted the Board found nothing to warrant the discharge of the two men on the 26th of October, but that on being reinstated they had, on October 27, committed a breach of a generally recognized rule, and for such should be censured. The Board expressed the view, however, that the employees in question have already been sufficiently punished. The Board also expresses the opinion that the rules relating to the discipline of the mine should be kept posted in a prominent place at the mine.

## REPORT OF BOARD.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

To the HONOURABLE THE MINISTER OF LABOUR,  
Ottawa, Ont.

Sir,—As members of the Board of Conciliation and Investigation, established under your hand and seal on December 2, 1909, for the purpose of investigating with an endeavour to settle a dispute between the Standard Coal Company, Limited, and its employees—miners, teamsters and labourers—we beg to submit to you in detail the procedure of the Board in the effort to arrive at a settlement of said dispute. Cause of dispute—employers' claim.

The pit boss of the Standard Coal Mine discharged five miners and all the other employees quit work in sympathy with them for two days without notifying the Company. There were also demands for an increased rate for mining the coal which had not been submitted to the management at date of application for a Board of Conciliation, but might be at any time. A copy of the rebuttal claim recently sent to Ottawa is appended.

## COPY OF REBUTTAL CLAIM.

In the matter of an Act to aid in prevention and settlement of strikes and lock-outs in mines and industries connected with public utilities, and in the matter of a dispute between the Edmonton Standard Coal Company, Limited, and the employees thereof.

We, the undersigned, being duly sworn, do solemnly declare:—

1. The employees of the Edmonton Standard Coal Company, Limited, having its head office in the city of Edmonton, in the province of Alberta, in answer to the application for an Arbitration Board under the said Act claims that on or about the 26th day of October, 1909, the said Company discharged two of its said employees without giving any reasons for so doing.

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2. On the 27th of October, 1909, the said employees of the said Company appointed a committee of three among themselves to inquire into the dismissal of the said two employees referred to in the above paragraph, and the said Company dismissed the said members of the said committee without giving any cause or excuse and without justification.

3. The allegation made on the part of the said Company that the employees ceased work without giving the said Company notice is misleading as not setting out the true facts.

4. When the said Company discharged the three employees appointed as a committee to investigate the discharge of the first two employees as aforementioned, then the balance of the employees of the said Company discontinued work in sympathy with those who had been wrongfully dismissed, and contrary to the said Act, by the said Company.

And we make this solemn declaration conscientiously believing the same to be true, and knowing that it is of the same force and effect as if made under oath and by virtue of the Canada Evidence Act.

Severally declared before me at the city of Edmonton, in the province of Alberta, this 21st day of December, A.D. 1909, the same having been interpreted from English into Ruthenian by A. C. Brovey, he having been first sworn by me to well and truly interpret the same, and the deponents seemed to perfectly understand the same and subscribed their names or made their marks thereto in my presence.

GEORGE LEZERUCK,

his

THOMAS X KOSSACK,

mark.

VINCENT BARTON,

VINC. HOLUB,

JOZEF FRIDEL.

(Sgd.) J. M. CMYA,

A commissioner for taking affidavits in and for the province of Alberta.

#### SITTINGS OF BOARD.

On the morning of the 20th day of December, 1909, the Board met, all three members being present. After a few minutes preliminary discussion as to the method of procedure, a J. P. of Edmonton district, in the province of Alberta (who was in proximity to the place of meeting) was called in and the three members took the oath of office.

The Chairman having read the application for a Board with the cause and nature of complaint, and a rebuttal claim entered by the representative of the employees, asked the representative of the Company if he was willing to abide by the decision of the Board, and received a reply in the affirmative. On receiving a reply in the negative to the same question from the representatives of the employees he then declared the sitting open for discussion and investigation of the dispute.

Evidence was then led by F. B. Smith, representative for the Company and member of the Board, that on the 25th day of October, 1909, the pit boss found noxious gases prevailing in a part of the mine at 1.30 p.m. of that day, and on inquiry found that Thomas Kossack and Vincent Holub (two miners employed in the mine) had blasted coal with black blasting powder at or about 11.30 a.m. contrary and in disobedience to a rule made eighteen months previous and still in operation, viz.: That blasting operations should not commence before four o'clock in the evening of each working day—that this rule was made out in the form of a notice and posted in a conspicuous place at the mine; that this rule was made for the purpose of keeping



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the air as free as possible from noxious gases during the working hours of the miners. Also that there were exceptions to the rule in the form of a joint understanding between the miners and the pit boss that in some places and at certain times at the discretion and only with the sanction of the pit boss, some men were allowed to blast coal with a white smokeless powder; that Thomas Kossack and Vincent Holub had not obtained this sanction, and, therefore, he contended that the pit boss had just cause for dismissing those men to uphold the discipline of the mine; that with regard to the three miners, George Lezeruck, Martin Rospinich and Alex. Zahon, there had been hasty and impolitic action by certain officials of the Company. On a query from the Chairman he admitted unjust dismissal of these three men and a guarantee of full reinstatement. In addition to the evidence led by Mr. Smith he made the statement that as representative of the Company, in an effort to arrive at a settlement of the dispute, that the three miners, George Lezeruck, Martin Rospinich and Alex. Zahon, would be fully reinstated and that for the purpose of upholding the discipline of the mine that a suspension of Thomas Kossack and Vincent Holub for two weeks would be required.

Clement Stubbs, representative of the employees and member of the Board, then gave evidence, contending that the pit boss had discriminated in an effort to suppress organization on the part of the employees. That all five members discharged were active members of the United Mine Workers of America, that the three miners, George Lezeruck, Martin Rospinich and Alex. Zahon, were a committee appointed to investigate the cause for discharge of Thomas Kossack and Vincent Holub. Anthony Brovey, an official of the United Mine Workers of America, was called and duly sworn, and testified that the organization of the men took place on the 22nd of October present year; that the five men were active members of the local organization, and that the miners, Thomas Kossack and Vincent Holub, were discharged on the 26th October, and George Lezeruck, Martin Rospinich and Alex. Zahon were discharged on the 27th or after.

Frank Smith, representative for employers, disproved any connection with the two dismissals—that the order was given in the first case by the pit boss who had charge of the mine and was responsible for its safety and well-being. In the second case or discharge of the three miners, the order was given by the financial manager for the Company, and the cause of it was the posting of a strong notice at the mine signed by some of the miners. On a query from Mr. Stubbs, Mr. Smith said he did not have the notice there, but it was in the Company's office. On this notice being sent for it was found to read thus:—

## NOTICE.

We started a union yesterday, and nobody should come to work until they take those two men that got fired yesterday.

ALEX. ZAHON and DZONEX LEZERUCK,

Pit Committee.

The Chairman then called attention to the fact that in the case of the last three miners discharged, blame had been admitted on the part of the officials of the Company and full reinstatement guaranteed, that the dispute now devolved into a question of proof or disproof of whether Thomas Kossack and Vincent Holub did or did not do acts contrary and in disobedience to a rule or rules of the mine.

Mr. Stubbs then requested Mr. Smith, as representative of the Company, to withdraw a clause in the application for a Board of Reading. There are also demands for an increase rate of mining the coal which have not been submitted to the management up to date, but may be at any time, as this part of the dispute was settled. Mr. Smith asked for an adjournment to prepare a paper to be placed before the Board in the afternoon. The request being acceded, the Board adjourned.

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## PROPOSALS OF THE COMPANY.

On a resume of the sitting in the afternoon, F. B. Smith submitted the appended proposals:—

Edmonton, Alta., December 20, 1909.

CHAIRMAN OF CONCILIATION BOARD,

EDMONTON STANDARD COAL COMPANY AND EMPLOYEES.

Sir,—I beg to state that with regard to the Edmonton Standard Coal Company's application for a Conciliation Board to investigate a dispute between the above, the latter part of the application stating the nature of the dispute has entirely been annulled, as everything has been satisfactorily arranged between the Company and the United Mine Workers of America. The former part of the dispute is still being considered by the Board, and the Company have authorized me to make a compromise in the case so that matters can be amicably arranged.

To uphold the discipline of the mine, they have asked that the Board concur in their wish to have the two men, Thomas Kossack and Vincent Holub, suspended for one week on account of their disobedience to the orders of the pit boss by firing a shot at an unreasonable time without his sanction. The Company trust that the Board will consider this matter favourably, but they are entirely willing to abide by their decision in the matter.

Your very truly,

(Sgd.) FRANK B. SMITH,

Representative for the Edmonton Standard Coal Company.

After a good deal of discussion by the Board it was decided to adjourn to allow Mr. Stubbs to place the latter proposal before a meeting of the employees in order to try and arrive at an amicable settlement.

The Board then adjourned for the day.

## SECOND DAY'S SITTING OF THE BOARD.

On the morning of the 21st day of December, 1909, the Board again met, all three members being present. Prior to the meeting and in accordance with the wishes of all the members of the Board, the Chairman had received the result of the meeting between the representatives of the employees and the employers, which result was unfavourable to a settlement on the proposals put forward, and having received the names of the witnesses he subpoenaed the following: Joe Firdel, Vance Barton, Thomas Kossack, Vincent Holub, George Lezeruck, Alex. Zahon to give evidence before the Board, and A. C. Brovey as interpreter.

## EVIDENCE.

The first witness called upon was Joe Fridel, who, on being duly sworn, testified to queries from the Chairman that he was a Polander; that he was a miner at the Edmonton Standard Coal Mine for four years; that he was not at work on the 25th of October; that he was at work on the 26th and 27th.

Q. Were the two men, Thomas Kossack and Vincent Holub, discharged on the day you were not at work, or 25th October —A. I think the day after.

Q. Did you ever see a notice posted at the mine relative to times for blasting operations?—A. Yes.

Q. Did you read the notice?—A. Yes.

Q. What did the notice specify?—A. That the miners could only blast at fifteen minutes to twelve and 4.15.

Q. Can you read English?—A. A little.

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Smith to Chair.—Test him on any clause in the Act.

On test. Failed to make out reading clause No. 21.

On test. Made better attempt at typewritten reading.

Q. Do you understand English by reading?—A. Understand partly; didn't understand the notice fully, but was told what did not understand.

Q. Did every one fire according to rule?—A. Yes.

Q. How long did that rule prevail?—A. Until this summer.

Q. After that what happened?—A. The pit boss told the men to blast only once a day.

Q. At what time?—A. In the evening.

Q. Did the men blast in the middle of the day after that?—A. Yes.

Q. Did they get permission?—A. I do not know.

Q. Did you get permission?—A. No.

Q. Did you know that you were not to fire in the middle of the day?—A. Yes, everybody did.

Q. Did you ever ask for sanction?—A. Yes, about two weeks ago.

Q. Did you get it?—A. Yes, but was told not to use too much powder.

Q. Do you work near the two men, Thos. Kossack and Vincent Holub?—A. Yes, on the same entry.

Q. Were you at work the day they were discharged?—A. No.

The next witness called was Vance Barton, who, on being duly sworn, testified that he was Polish by nationality; that he had worked five years in the Edmonton Standard Coal Mine; that he did not remember seeing notice; that he understood there was one; that he only knew what the other men said, which was that miners could blast at 11.45 a.m. and 4.15 p.m.; that this rule prevailed until a year ago this summer; that the pit boss told them to blast only once a day on account of ventilation; that shooting once a day still prevails; that any time he wanted to blast during the day he got sanction from the pit boss; that he got white powder to blast with from the pit boss during the day or any blasting before 4.15 p.m.; that he worked far away from the two men discharged.

The next witness called was Thomas Kossack, who, on being duly sworn, testified to queries from the Board that he was Polish by nationality; that he had worked for three years at the Edmonton Standard Coal Mine; that he never knew anything about a notice relative to blasting; that the custom was to blast when they had no coal to load; that the custom still prevails; that he did not understand question; that sanction had to be obtained; that once a day blasting had been in operation for a year; that he had never asked permission; that he was discharged by the pit boss on the 26th of October and that the pit boss did not give any reason; that he did not shoot on the middle of the day on the 26th, *but shot in the middle of the day on the 25th; said afterwards he did not shoot until evening 25th*; that he was discharged 3.30 p.m. 26th; that he was working on the 27th; that he did blast in the middle of the day on the 27th; that he had got his work back because the committee had seen the pit boss; that the pit boss went into his place with some men on the 27th; he thought managers had stopped the place; that pit boss had asked him if he shot before noon; that he had; that he was at work on the 30th; that no reasons were given for discharging him, or giving him back his work; that pit boss was in his place between the 21st and 26th October; that the pit boss did not ask him if he had joined the union; that the pit boss was sore at him; that he did not have any reason to be sore at him; that he did not work in the same place; that he was shifted to the east; that he thought he was discharged because he belonged to the union; that he had not any reason for so thinking; that he never shot in the middle of the day prior to the 26th; that he did not know sanction had to be obtained.

The next witness called was Vincent Holub, and on being duly sworn testified to queries from the Board that he was Polish by nationality; that he had worked



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during the last eleven months at Edmonton Standard Coal mine; that he had worked there previously, but one year had elapsed between; that he did not see any notice relating to blasting; that he had heard some people say that there had been a notice posted, and that it read shooting should be done at 11.45 a.m. and 4.15 p.m.; that that practice was followed; that that practice prevailed until lately; that he meant by lately until now; that the men only got blasting in the middle of the day when they were out of coal; that he did not know if with or without permission; that he blasted once without permission; that he had permission; that he did not know what date; that he had asked permission because he had no coal; that he did not know if the pit boss gave out white powder; that he was discharged on the 26th; that he was again discharged on the 27th; that no reason was given in either cases; that pit boss had asked him if he had fired a shot in the middle of the day; that he replied he had; he started work on the 30th October; that it was in the same place; that he was not working now; that his place had stopped since the 14th December.

In the afternoon Vincent Holub was again called and placed on the witness stand. He testified that the pit boss had never asked him if he was in the union.

The next witness called was George Lezeruck, who, on being duly sworn, testified to queries from the Board that he was Ruthenian by nationality; that he had worked at the Edmonton Standard Coal for three and a half years; that he had not been in the employ between May and September last; that he saw a notice posted at the mine; that he read it; that he could not read English good, but sufficient to understand it; that the wording of the notice was that the men should only shoot twice a day, at 11.45 a.m. and 4.15 p.m.; that this prevailed a long time; in fact, there was not any other notice; that he did not know of any verbal notice; that there was no other written notice; that he had never notice personally; he did not know of any other custom prevailing; that he only shot in the evening; that he never shot in the middle of the day; that many others shot in the middle of the day; that he did not know whether they asked permission from the pit boss or not; that he worked in the third west; that he has heard that the pit boss gave out white powder to shoot in the middle of the day, but did not know definitely. A question asked by Mr. Stubbs if there was any conversation between him and the pit boss between the dates of October 21st and 26th, was objected to as irrelevant by Mr. Smith, the Chair ruling the question in order. Witness testified that he had conversation on the 22nd October; that the pit boss said: 'I hear you are one who is starting a union here, and if I find that to be correct I will discharge you the next morning.' That he was appointed on the committee to investigate the cause of discharge of the first two men discharged; that the committee saw the pit boss at his office on the 26th October in the evening and on the morning of the 27th; the information they got was that the places in which the men worked were stopped until the engineers would survey the mine; he was sure of the date of the conversation with the pit boss relative to joining the union, that it was the 22nd, because the men were organized in the evening. He was also discharged, being told that his place was stopped. He did not shoot in the middle of the day.

Alex. Zahon was the next witness called, and on being duly sworn testified to the queries from the Board that he was Ruthenian; that he had worked in the Edmonton Standard Coal Mine three months; that he also worked two weeks last spring; that he had never seen or heard anything of a notice; that he did not know of any rule relative to blasting in the mine; that he shot at quitting time because of the smoke; that he worked in the third west; that he did not need to shoot in the middle of the day as he always had coal; that he had heard shots in the middle of the day, but did not know any particular one that shot; that there was no one close to him who blasted in the middle of the day; that he was on the committee to investigate the discharge of the two men; that the pit boss said that he wanted to stop the place on the morning of the 27th men could not go to work until surveyors surveyed the mine; that the

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committee saw the pit boss on two occasions, on evening of 26th and morning of 27th; that on the morning of the 23rd the pit boss asked him if he had joined the union. He made no threats.

This being all the evidence the employees wished to submit, the Chairman asked Mr. Smith if he wanted to produce any evidence in behalf of the Company. On receiving a reply in the negative, the Board dismissed the witnesses present.

The Board immediately made a review of the evidence, and after some discussion proposals were made and drafted as a basis of unanimous findings.

Mr. Smith asked for suspended decision to allow him personal deliberation of the proposals drafted.

The Board then adjourned for the day.

## FURTHER SESSION.

Edmonton, Alta., December 22, 1909.

The Board again met this morning at 10 a.m., and after further discussion of the evidence it was decided to have it all typewritten so that the members could more readily discuss the matter in question as taken down verbatim by the Chairman.

Board adjourned until afternoon.

## REPORTS AND FINDINGS OF THE BOARD.

On resuming, the Board fully discussed the questions involved and unanimously came to the following findings:—

That on the charges specified in the application relative to the discharge of three of the employees, and also to the claim that there would be a demand for an increase scale of wages, the Company by consent of the Board withdrew; this brought the dispute to a point where it devolved on the discharge of two of the miners.

In the evidence submitted we find nothing to warrant the discharge of the two men on the 26th October, 1909, but, on being reinstated, they did on the 27th day of October, 1909, deliberately commit a breach of a generally recognized rule, and for such should be censured. Having, however, in our opinion been punished sufficiently for such breach of discipline, we would recommend that Thomas Kossack shall remain in the employ of the Company and that Vincent Holub shall present himself at the mine and be given a working place as soon as possible.

The Board has not had the evidence submitted to them why the two men were discharged on the 27th October. But if the action of the pit boss in discharging the men was taken on a violation of the aforementioned custom, relative to the firing of shots in the middle of the day, then the Board uphold his action so the better to preserve the discipline of the mine and the comfort of the employees. We would, however, add that all such rules relating to the discipline of the mine should be kept posted in a prominent place at the mine.

(Sgd.) GEORGE F. CUNNINGHAM,  
Chairman.

(Sgd.) FRANK B. SMITH,  
Representative Edmonton Standard Coal Company.

(Sgd.) C. STUBBS,  
Representative of the Employees.

**XX.—APPLICATION FROM JAMES W. BLAIN, CONTRACTOR FOR OUTPUT OF CARDIFF COAL COMPANY, LIMITED, CARDIFF, ALTA.—PROCEEDINGS SUSPENDED OWING TO AGREEMENT—STRIKE AVERTED.**

*Application received.*—December 2, 1909.

*Parties concerned.*—James W. Blain, contractor for output of Cardiff Coal Company, Limited, Cardiff, Alta., and employees.

*Applicants.*—Employer.

*Nature of industry affected.*—Coal mining.

*Nature of dispute.*—Wages and conditions of employment.

*Number of employees affected.*—Directly, 60; indirectly, 15.

Proceedings in connection with this application were discontinued in view of an agreement being reached by the parties concerned.



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**XXI.—APPLICATION FROM TELEGRAPHERS AND STATION AGENTS EMPLOYED BY THE GRAND TRUNK RAILWAY COMPANY ON LINES EAST OF DETROIT, MICH.—BOARD ESTABLISHED—NO CESSATION OF WORK.**

*Application received.*—December 3, 1909.

*Parties concerned.*—Grand Trunk Railway Company and telegraphers and station agents in its employ on lines east of Detroit, Mich.

*Applicants.*—Employees.

*Nature of industry concerned.*—Railways.

*Nature of dispute.*—Wages, advertising of vacancies, &c.

*Number of employees affected.*—760.

*Date of constitution of Board.*—December 21, 1909.

*Membership of Board.*—Mr. J. E. Atkinson, Toronto, Ont., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. Wallace Nesbitt, K.C., Toronto, Ont., appointed on the recommendation of the employing Company; and Mr. W. T. J. Lee, Toronto, Ont., appointed on the recommendation of the employees.

*Report received.*—February 24, 1910.

*Result of inquiry.*—No cessation of work occurred.

The Minister received on February 24 the report of the Board of Conciliation and Investigation which had been established on December 7 for the adjustment of certain matters in dispute between the Grand Trunk Railway Company and its telegraphers and station agents to the number of 760 employed on the Company's lines east of Detroit. The differences in question related to a demand on the part of the employees for an increase of wages, extra pay for Sunday work, annual vacations without loss of salary, advertising of vacancies and the adoption of a wage scale in the form of a schedule. Mr. Wallace Nesbitt, K.C., of Toronto, and Mr. W. T. J. Lee, of Toronto, were appointed members of the Board on the recommendation of the Company and of the employees respectively, and, in the absence of any joint recommendation from the foregoing, the Board was completed by the Minister on December 21 by the appointment of Mr. J. E. Atkinson, of Toronto, as Chairman.

The Board assembled in Montreal, the Grand Trunk Railway Company being represented by Mr. Chas. M. Hays, president; Mr. E. H. Fitzhugh, first vice-president; and Mr. W. G. Brownlee, general transportation manager; and the telegraphers being represented by Mr. D. Campbell, third vice-president of the Order of Railroad Telegraphers, and Messrs. J. A. Bell, A. E. Austin, P. A. Robertson, V. Mongeau and B. J. Rowell.

In the hearing it was asked that the men on the Canada Atlantic Railway should be brought under the same schedule as the other lines east of Detroit. The Company, in reply, announced that the employees in question would be brought under one schedule with the Company's other telegraphers and agents, but that only the portion of the road between Swanton and Ottawa should be classed as 'main line,' and the remainder as 'branch line.' It was proposed by the employees that the '23' message should be adopted by the Company, by which all the men in a division would be notified by bulletin five days in advance of all vacancies and permanent positions coming

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under the schedule and ten days allowed the men during which to file applications for the same. The Company was unwilling to agree to this proposal. It was also proposed by the men that an official wage list should be published showing the salaries of all positions governed by the schedule. The Company was, however, unwilling to agree to the publication of a wage list. The Company, moreover, could not see its way to shorten the hours of the day's work, nor to accede to any other of the men's proposals. On the point of wages, however, it expressed its willingness to add \$14,000 to the pay roll covered by the schedule of January 1, 1908, and \$4,000 to the Canada Atlantic schedule, to be apportioned as the Company would decide, but without making it apply necessarily to the minimum salaries. The Company's position was that the financial condition of the Grand Trunk and its obligations to its shareholders would not warrant giving the men more than this. The proposal in question was not acceptable to the men, who pointed out that the employees on the Canada Atlantic would, by the abolition of their separate schedule, lose the two weeks' holidays which they at present enjoy.

The Board were unanimous in agreeing that the rules and rates of pay governing agents and telegraphers, effective January 1, 1908, should remain in effect, subject to certain exceptions, and that the same should become effective upon the Canada Atlantic Railway whose lines should be classed as 'branch lines' except from Swanton to Ottawa. The Board were also unanimous in the opinion that article 21, of Rules and Rates of Pay, of January 1, 1908, should be amended so as to provide for minimum salaries per month, as follows:—

	Main Line.	Branch Line.
	\$	\$
Agent and telegrapher, with dwelling, fuel and light.....	50	46
Agent and telegrapher, without dwelling, fuel and light.....	55	51
Telegraphers.....	50	46
Relieving agents or telegraphers' relieving agents.....	75	75

A regular telegrapher called away from home to relieve a telegrapher will be paid a minimum rate of \$5 more than his regular salary.

The Chairman and Mr. Lee were of opinion that the Company should also be asked to increase salaries by an amount equal to six per cent of the schedule of January 1, 1908. Mr. Nesbitt, on the other hand, considered that after accepting the above new minimum salaries the Company would be meeting the needs of the case by distributing \$12,000 to salaries which were above the minimum of the schedule of January 1, 1908. Upon the question of extra pay for Sunday work, Mr. Nesbitt considered that if the Company would recognize the amount of Sunday labour as one factor influencing the distribution of the above mentioned amount of \$12,000, it was as far as it could be asked to go. The Chairman and Mr. Lee were agreed that the Company should be asked to substitute for article 13 of the schedule of January 1, 1908, the following:—

'13. Telegraphers required to work on Sundays will be paid extra for such work *pro rata* on schedule salary based on a thirty-day month (less than thirty minutes not to be counted—over thirty minutes and less than sixty minutes to be counted as one hour) with a minimum compensation of twenty-five cents for each call for which one hour's service shall, if necessary, be rendered.'

It was also proposed, in the report of the Board, that the rules and rates of pay therein provided for should be effective February 1, 1910, and thereafter, subject to ninety days' notice of change.

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On February 28 the Department was informed on behalf of the employees of the latter's willingness to accept the findings of the Board as a basis of settlement. On March 7 a letter was received from the Company expressing a willingness to accept certain of the recommendations of the Board on which a unanimous finding had been given. The Company further promised to endeavour to meet the spirit of the recommendation of the Board in the abolition, as far as possible, of Sunday work, and also promised to revise the work of administration so as to reduce to the smallest possible compass the necessity of such Sunday work. In conclusion the Company stated:—

‘As to further pay, the Company proposes to set aside a larger lump sum than the difference between 6 per cent of the total pay and the increase to the minimum schedules would give, but not as large a sum as a general increase of Sunday pay based upon present conditions would give plus 6 per cent recommended. The Company proposes to deal with such sum as far as possible to cover the question of recognizing some additional remuneration for Sunday work when it is necessary, and to distribute such additional sum as the particular conditions in each case may warrant, having regard to the duties and responsibilities involved, so as to promote and reward as far as possible individual effort. We think this the best practical way of dealing with the situation, while as far as possible meeting what we understand to be the result desired to be arrived at by the Board.’

## REPORT OF BOARD.

The text of the findings of the Board is as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of differences between the Grand Trunk Railway Company of Canada and its employees, being telegraphers and station agents.

As members of the Board of Conciliation and Investigation appointed to deal with the dispute between the Grand Trunk Railway Company and its employees, being telegraphers and station agents, we beg to report as follows:—

The Grand Trunk Railway Company was represented by Mr. Charles M. Hays, president; Mr. E. H. Fitzhugh, first vice-president, and Mr. W. G. Brownlee, general transportation manager.

The telegraphers were represented by Mr. D. Campbell, third vice-president of the Order of Railroad Telegraphers, and Messrs. J. A. Bell, A. E. Austin, P. A. Robertson, V. Mongeau and B. J. Rowell.

The Board met at Montreal and held sittings on the 8th, 9th and 14th days of February, 1910, and subsequently met for consideration and interviews with the parties on the 16th, 17th, 18th, 21st and 22nd days of February, 1910.

The men proposed that a number of changes should be made in the existing schedule of rules and rates of pay.

Two of these proposed changes may be linked together, namely, (1) the ‘23’ message by which, if adopted, all the men in a division should be notified by bulletin five days in advance of all vacancies and permanent positions coming under the schedule, and ten days allowed the men during which to file applications for such vacancies; and (2) in order that the salaries attached to all positions may be known to the men, they asked that an official wage list showing the salaries of all positions governed by the schedule be attached and become part of the schedule.

Overtime pay was asked for work done on Sundays and legal holidays, the pay to be *pro rata* on schedule salary.



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Overtime pay for meeting late or early trains outside the hours covered by the day's work had been limited to those whose salary, including receipts from all sources, during the preceding year did not exceed \$60 per month.

The men asked that this limitation should be eliminated.

They asked that ten consecutive hours, including meal hour, should constitute a day's work at offices where one or two telegraphers are employed, and that eight consecutive hours, including meal hour, should constitute a day's work at offices where more than two telegraphers are employed.

The men asked that article 13 of the schedule which provides conditionally that work on Sundays and certain legal holidays be paid for extra, should be made to apply unconditionally to all men coming under the schedule.

Two weeks' holidays, with pay, each year were asked for.

It was asked also that the men on the Canada Atlantic should be brought under the same schedules as the other lines east of the Detroit and St. Clair rivers, and that the Canada Atlantic should be classed as a 'main line.'

On the question of wages, the men asked for increases ranging from twelve and one-half per cent to seventeen per cent.

In reply to these propositions the Company announced at the outset that the Canada Atlantic employees would be brought under one schedule with the Company's other telegraphers and agents. It proposed, however, that only the road between Swanton and Ottawa should be classed as 'main line,' and the remainder as 'branch line.'

The Company did not agree to the '23' message and the publication of the wage list.

It could not see its way to agree to shorten the hours of the day's work, nor to any other of the men's proposals.

On the point of wages, however, it expressed its willingness to add \$12,000 to the pay roll covered by the schedule of January 1, 1908, and \$4,000 to the Canada Atlantic schedule, or a total of \$16,000 to be apportioned as the Company would decide, but without making it apply necessarily to the minimum salaries.

This was not acceptable to the men. They pointed out that the men on the Canada Atlantic would, by the abolition of their separate schedule, lose the two weeks' holidays which they enjoy under it. So that taking from the proposed \$4,000, therefore, the amount represented by the loss of holidays, the total sum of money which the Company proposed to distribute would be reduced to less than \$16,500 a year. With this increase they would not be satisfied.

The Company's position was that the financial condition of the Grand Trunk and its obligations to its shareholders would not warrant giving the men more than this.

The Board, after very fully going into every point raised by either party, and giving careful consideration to the interests of the men on the one side and the position of the Company on the other, were unanimous in agreeing that the rules and rates of pay governing agents and telegraphers, effective January 1, 1908, should remain in effect subject to the exceptions hereinafter noted, and, with the same limitation should become effective upon the Canada Atlantic Railway whose lines should be classed as 'branch lines' except from Swanton to Ottawa, which should be classed as 'main line,' the schedule of the Canada Atlantic of 1907 to be cancelled.

The members of the Board were also unanimous in the opinion that article 21 of rules and rate of pay of January 1, 1908, should be amended so as to read as follows:

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21. The minimum salary per month will be as follows:—

	Main Line.	Branch Line.
	\$	\$
Agent and telegrapher, with dwelling, fuel and light.....	56	46
Agent and telegrapher, without dwelling, fuel and light.....	65	51
Telegraphers.....	50	46
Relieving agents or telegraphers' relieving agents.....	75	75
A regular telegrapher called away from home to relieve a telegrapher will be paid a minimum rate of \$5 more than his regular salary.		

At this point the unanimity of the Board ceased. The Chairman and Mr. Lee were of the opinion that the Company should be asked to increase salaries by an amount equal to six per cent of the schedule of January 1, 1908. That in order to effect this it should be ascertained what amount of money represents six per cent of the annual wage list, and that after the increases represented in the above minimum salaries be deducted from that amount, the balance should be divided and apportioned by the Company to salaries which are above the minimum schedule of January 1, 1908.

Mr. Nesbitt, on the other hand, considered that after accepting the above new minimum salaries the Company would be meeting the needs of the case by distributing \$12,000 to salaries which were above the minimum of the schedule of January 1, 1908.

Upon the question of extra pay for work on Sundays, Mr. Nesbitt considered that if the Company would recognize the amount of Sunday labour as one factor influencing the distribution of this \$12,000, it was as far as it should be asked to go.

The Chairman and Mr. Lee went further than this, and agreed that the Company should be asked to substitute for article 13 of the schedule of January 1, 1908, the following:—

13. Telegraphers required to work on Sundays will be paid extra for such work *pro rata* on schedule salary based on a thirty-day month (less than thirty minutes not to be counted, over thirty minutes and less than sixty minutes to be counted as one hour) with a minimum compensation of twenty-five cents for each call for which one hour's service shall, if necessary, be rendered.

As amended in accordance with the report herein of the majority of the Board the rules and rates of pay should be effective February 1, 1910, and thereafter, subject to ninety days' notice of change.

(Sgd.) J. E. ATKINSON,

Chairman.

WALLACE NESBITT,

W. T. J. LEE.

Toronto, February 22, 1910.

## XXII.—APPLICATION FROM BRITISH COLUMBIA COPPER COMPANY, GREENWOOD, B.C.—BOARD ESTABLISHED—FINDINGS COMMUNICATED TO EMPLOYEES.

*Application received.*—January 8, 1910.

*Parties concerned.*—British Columbia Copper Company, Greenwood, B.C., and employees.

*Applicants.*—Employer.

*Nature of industry concerned.*—Metal mining.

*Nature of dispute.*—Employees' unwillingness to work with non-union men.

*Number of employees affected.*—350.

*Date of constitution of Board.*—January 22, 1910.

*Membership of Board.*—Mr. J. H. Senkler, Vancouver, B.C., Chairman, appointed by the Minister in the absence of any joint recommendation from the other members of the Board; Mr. J. A. Mara, Victoria, B.C., appointed on the recommendation of the employing Company; and Mr. John McInnis, M.P.P., Phoenix, B.C., appointed on the recommendation of the employees.

*Reports received.*—March 1 and March 29, 1910.

*Result of inquiry.*—Report of Board was accompanied by minority report signed by Mr. John McInnis, member appointed on behalf of the employees. The Board's report was in favour of the Company and the minority report in favour of the men.

The Minister received on March 29 the report of the Board of Conciliation and Investigation to which had been referred certain differences between the British Columbia Copper Company, of Greenwood, B.C., and certain of its employees, members of Greenwood Miners' Union, No. 22, of the Western Federation of Miners. The report in question was signed by Mr. J. H. Senkler, of Vancouver, B.C., Chairman, and Mr. J. A. Mara, of Victoria, B.C., member appointed on the recommendation of the employer. On March 1 a minority report on the differences in question was received from Mr. J. McInnis, of Phoenix, B.C., member appointed on behalf of the employees.

This dispute arose out of a communication which was addressed to the manager of the British Columbia Copper Company on December 8, 1909, by the secretary of Greenwood Miners' Union, No. 22, of the Western Federation of Miners, in which the Company was informed that 'unless every man (except officials and shift-bosses) working in the mines and smelter, under our jurisdiction, has a paid-up card in our union by noon, the 11th of January, 1910, we will go out on strike and refuse to work with the non-union men.'

In its report the Board declared that the sole question to be considered by it was whether it was in the interests of the employers, employees and immediate community that the demand of the Western Federation of Miners, as contained in the letter of the 8th of December, 1909, should be complied with by the Company or not. In its hearing of evidence bearing on the present dispute, the Board was informed of the circumstances attending a strike which occurred in the Company's mines in the summer of 1909, and of the terms on which this dispute was terminated. The Board found in its report that there is no justification whatever for the union's demand above mentioned, and said: 'We are of the opinion that the Company should not be



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deprived of its undoubted right to hire and discharge its employees so long as it exercises no discrimination amongst them. Indeed, if the present demands of the union were conceded, the Company would be most unjustly discriminating against those of its employees who do not belong to the Western Federation of Miners. It is undisputed that general conditions at the Company's works and mines are good, no complaint being made against the wages or working hours, every employee who gave evidence agreeing to this.'

In conclusion, the Board observed that 'while the Board, at the conclusion of its sittings was unable to conclude a settlement between the parties to this dispute, we are confident that the members of the union will, upon careful reconsideration of the questions involved in this dispute, agree with us that the proposed strike is quite unnecessary and, indeed, unreasonable, and will not declare a strike which would result in the closing down of the Company's plant and mines, loss of employment to hundreds of men and consequent want and distress to themselves and their wives and children, and general loss to the community which is dependent practically upon the pay-roll of the British Columbia Copper Company for its existence.'

In his minority report Mr. John McInnis expressed himself as unable to agree with his colleagues upon the points in question. It was, he said, a difficult matter indeed to convey to those who were not familiar with local conditions in the Boundary district a thorough idea relative to the facts connected with the various aspects of this dispute. Briefly stated, it was a controversy arising from an endeavour on the part of the Miners' Union to maintain their jurisdiction against the encroachment of a so-called 'Electricians' Union.' In bringing this matter to an issue, the miners' union had adopted, in his judgment, the only methods that could promise a reasonable measure of success. The miners' stand against the formation of dual unions in the mining industry was, he adverted, absolutely correct, both in regard to the interests of the workmen and of the industries as well. Mr. McInnis observed in conclusion: 'It is regrettable that the parties to the dispute have been unable to come to some understanding that would avoid a suspension of work, and until such time as both parties are willing to lay aside the mutual distrust that exists between them, there seems to be but a slim chance to arrive at an adjustment containing any degree of permanency.'

## REPORT OF BOARD.

The text of the findings of the Board of Conciliation and Investigation in this matter is as follows:—

In the matter of the Industrial Disputes Act, 1907, and of a dispute between the British Columbia Copper Company, Limited, of Greenwood, British Columbia (employer) and its employees, members of the Greenwood Miners' Union, No. 22, of the Western Federation of Miners:—

The application for a Board of Conciliation and Investigation arose out of a demand made by the Greenwood Miners' Union, No. 22, of the Western Federation of Miners, as contained in a letter dated December 8, 1909, directed to J. E. McAllister, manager of the British Columbia Copper Company at Anaconda, and which letter is as follows:

Greenwood, B.C., December 8, 1909.

Mr. J. E. McALLISTER,  
Manager B. C. Copper Coy.,  
Anaconda, B.C.

Dear Sir,—At a special meeting of Greenwood Miners' Union, December 6, 1909, at Mother Lode mine, the following motion was carried unanimously:—

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Regularly moved and seconded, that the secretary be instructed to notify the manager of the B. C. Copper Company that unless every man (except officials and shift-bosses) working in the mines and smelter, under our jurisdiction, has a paid-up card in our union by noon, the 11th of January, 1910, we will go out on strike and refuse to work with the non-union men.

At a special meeting of Greenwood Miners' Union, at Greenwood, December 7, the above motion was endorsed by a unanimous vote.

Yours truly,

GEORGE HEATHERTON.

At the outset of the investigation we were of the opinion that the sole question to be considered by the Board was as to whether it was in the interests of the employers, employees and immediate community that the demand of the Western Federation of Miners, as contained in the above letter of the 8th of December, 1909, should be complied with by the Company or not.

As must necessarily occur where proceedings such as these are not restricted to that class of evidence, which should be received in a court of law, a tremendous amount of irrelevant matter was introduced as evidence at our sessions, but after hearing it all and again reading the stenographer's notes thereof, we are most firmly convinced that the above question is the only one to be considered. The facts do not appear to be disputed, and are as follows:—

In, or about, the month of March, 1909, the same union of the Western Federation of Miners asked for a Board of Conciliation under this Act, their principal complaint being that the Company had discriminated against their men and that the Company had not recognized their union as such. The then Board of Conciliation or a majority thereof, found adversely against the applicant union on the point of discrimination, and held that the Company should recognize the union as such.

Subsequently, in or about the month of July of the same year, a strike was declared by the union, although it appeared that at the time, because of a shortage of coke consequent upon a strike at the adjacent coal mines, the Company's plant had been shut down.

After some negotiations between the Company and the employees, and with the assistance of Mr. John McKinnon, who was president of the Western Federation of Miners in Canada, a settlement was arrived at between the employers and the employees. This settlement is contained in a letter dated July 23, 1909, written by the British Columbia Copper Company to the secretary of the union, and answered by that union on the 26th day of July, 1909, copies of which appear hereunder.

July 23, 1909.

W. B. EMBREE, Esq.,

Acting Secy. Greenwood Miners' Union, No. 22,  
Greenwood, B.C.

Dear Sir,—We have your letter of the 19th inst., and have noted what you say regarding the stand taken by the union. Since the receipt of your letter, Mr. John McKinnon and Mr. Chas. Brice have discussed the situation with us, which discussion we now write to confirm.

We told these gentlemen that it was our intention to accord your organization the same measure of recognition as was given it by the other large operating companies in this district. We believed that the adoption of a standard policy in this direction would tend towards maintaining industrial peace and be of mutual benefit to the companies and the employees.

To concur in your request for a free choice of doctor and a written agreement would be an immediate violation of this policy, and, in our opinion, could not be productive of anything but unsatisfactory results. In addition to what has already

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been told your committee and to the union in our letter of the 17th inst. regarding the subject of doctor, we told Messrs. McKinnon and Brice to-day that the matter was one absolutely in the hands of our employees, the Company insisting on only the one point, that the work should be handled by one physician, who should have one or more assistants. This matter being one of mutual benefit to the Company and its employees, and not being in violation of any union principle (being adopted by union men elsewhere in the district), we are unable to consider it otherwise.

Regarding discrimination, we contended that there had been none in the past and assured your representatives that there would be none in the future. The right to hire and discharge such men as we think necessary in our interests must of course remain with us, but any man claiming to be discriminated against could take the matter up with his union and the committee would be given a hearing.

It is our intention to resume operations next week, and we hope by that time your members will be ready to go to work. We have endeavoured to set the stand of the Company clearly before you, and having offered the same recognition, the same wages and the same conditions of employment as the other large operating companies of the district, we cannot see how, in fairness to us and yourselves, you can continue this strike.

Your truly,

For General Manager.

Greenwood, B.C., July 26, 1909.

Mr. EDW. G. WARREN,  
Act. Gen. Man. B. C. C. Co.

Dear Sir,—The members of this union have accepted the conditions you stated in your communication of July 23 and declared the strike off.

I was instructed to inform you that we expect you to live up, not only to the letter of your communication, but to the spirit of the sentiments you expressed to our committee.

Yours very truly,

WM. B. EMBREE,  
Act. Sec. Treas.

On the 8th December the union notified the Company as stated above.

From the evidence, we concluded that there are employed at the smelter from twelve to fifteen men who are not members of the Western Federation of Miners, of which a small proportion are non-union men, the remainder being members of craft unions which are affiliated with the American Federation of Labour. There was nothing definite in the evidence as to the number of men at the mines of the Company who did not belong to the Western Federation of Miners, but it appeared that the proportion there was about the same as at the smelter, and in round numbers from fifteen to twenty.

While Mr. Heatherton, in his address to the Board, suggested that the employees had some slight grievances against the Company, it is quite clear that these supposed grievances do not exist, and we find as a fact that the sole reason why this demand of the 8th of December, 1909, was made by the union was its desire for more power, Mr. Heatherton's own evidence being clear and distinct on this point.

We cannot find in the evidence that the Company has in any way broken its agreement as contained in the letters of the 23rd and 26th days of July, 1909, no charges of discrimination having been proved, and it appearing that the Company had recognized and dealt with the union as such.

Some considerable time of the Board was taken up in hearing evidence as to the power of the union to declare a strike without taking a referendum vote as required



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by section 1 of article 5 of the Constitution and By-laws of the Western Federation of Miners, which reads as follows:—

#### STRIKES AND ADJUSTMENTS.

‘Section 1. It shall be unlawful for any union to enter upon a strike unless ordered by two-thirds of the votes cast upon the question; such question shall be decided by a referendum vote, notice of such referendum vote posted three days in advance, vote to be by ballot, and polls to be open for not less than eight hours. No call shall be made for a referendum vote on a strike until after having received the approval of the Executive Board of the W. F. M.’

And while we are of the opinion that by said constitution the union must not declare a strike for any reason without first having complied with that section, still that has very little to do with the present matter except as evidence to show that the union has not exercised that care and deliberation in its proceedings, particularly amongst its own members, which are undoubtedly necessary in connection with so serious a matter as a strike, such as the present contemplated one. Neither do we think it necessary to draw more than passing attention to the fact that from the evidence it appears that the actual carrying out of the strike is left with the chief officers or executive of the Western Federation of Miners at its headquarters, we think, in Denver, Colorado.

From these facts we can come to but one conclusion, that there is no justification whatever for the union's demand of the 8th of December, 1909. We are of the opinion that the Company should not be deprived of its undoubted right to hire and discharge its employees so long as it exercises no discrimination amongst them. Indeed, if the present demands of the union were conceded, the Company would be **most unjustly discriminating** against those of its employees who do not belong to the Western Federation of Miners.

It is undisputed that general conditions at the Company's works and mines are **good**, no complaint being made against the wages or working hours, every employee who gave evidence agreeing to this.

While the Board, at the conclusion of its sittings at Greenwood, were unable to conclude a settlement between the parties to this dispute, we are confident that the members of the union will, upon careful reconsideration of the questions involved in this dispute, agree with us that the proposed strike is quite unnecessary, and, indeed, unreasonable, and will not declare a strike which would result in the closing down of the Company's plant and mines, loss of employment to hundreds of men, and consequent want and distress to themselves and their wives and children and general loss to the community which is dependent, practically entirely, upon the pay-roll of the B. C. Copper Company for its existence.

Dated at Vancouver this 19th day of March, 1910.

(Sgd.) J. H. SENKLER,

Chairman.

J. A. MARA.

## MINORITY REPORT.

The text of the minority report of Mr. John McInnis, above referred to, is as follows:—

DEPARTMENT OF LABOUR,  
Ottawa, Canada.

In the matter of the dispute between the British Columbia Copper Company and the Greenwood Miners' Union, No. 22, of the Western Federation of Miners, and the investigation held thereon, under the 'Provisions of the Industrial Disputes Investigation Act, 1907.'

Being unable to agree with my colleagues on the Board as to a joint report, I therefore submit herein a minority report.

It is a difficult matter, indeed, to convey to those who are not familiar with local conditions in the Boundary district a thorough idea relative to the facts connected with the various aspects of this dispute. Stating it briefly, it is a controversy arising from an endeavour on the part of the miners' union to maintain their jurisdiction against the encroachment of a so-called 'Electricians' Union.'

The Western Federation of Miners has been organized in the Boundary district over eleven years, and held jurisdiction over all men working in and around the mills, mines and smelters (including skilled labour. But recently the Electricians' Union has been making inroads upon the membership of the Western Federation of Miners. A course, which is quite apparent, had the sanction and support of the British Columbia Copper Company, as their bosses were the most active in soliciting members for this new union. It was made plain by the evidence taken that the Electricians' Union solicited and admitted to membership persons who were neither eligible nor qualified to become members. Also that the employees of the British Columbia Copper Company who are affiliated with the Electricians' Union do not belong to a local lodge, but are members of a lodge in another town in the district where the president of the lodge is foreman in the electrical department of a large mining corporation.

In view of these facts it is not surprising that the members of the miners' union should take steps to protect themselves when their existence as an organization was seriously threatened.

In bringing this matter to an issue the miners' union adopted the only method that could promise a reasonable measure of success.

The miners in taking a stand against the forming of dual unions in the mining industry are doing what, in the opinion of the writer, is absolutely correct, both in regard to their own interests as workmen and the industries as well. So long as the workmen in any industry are organized into one union, they have an opportunity of coming together and discussing matters pertaining to their welfare and taking such steps as are best calculated to conserve the interests of all concerned.

Under this mode it is possible to restrain those who would otherwise make unreasonable demands. Such demands would not receive the support of the general body. So that actions of a reasonable nature only would be supported. This system gives every man involved a voice in all matters relating to conditions, in so far as they are determined by the efforts of organized labour. The system that is being introduced by the electricians' union gives each craft engaged in any industry the right to organize into separate unions. This method would allow some eight or ten unions in the mining industry. Such a condition would cause a continual unrest owing to the fact that the members of any of these craft unions could go out on strike without consulting their fellow workmen, although the effect of the strike would be to tie up the entire industry. This being the case, there can be no beneficial results follow the establishment of unions where the ground is already covered. To insist

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on tactics of this character will have the effect of bringing about a condition of affairs so unsatisfactory to all concerned that much loss will ensue, not only to the working class of the district, but to the employers and every person who has an interest in the community.

When men who hold positions as bosses for corporations are permitted to hold the most important offices in labour unions, it is high time the membership began to look with suspicion on unions so constituted. It is regrettable that the parties to the dispute have been unable to come to some understanding that would avoid a suspension of work, and until such time as both parties are willing to lay aside the mutual distrust that exists between them, there seems to be but a slim chance to arrive at an adjustment containing any degree of permanency.

(Sgd.) JOHN MCINNIS.



### APPLICATIONS WHERE PROCEEDINGS WERE UNFINISHED AT THE CLOSE OF THE FINANCIAL YEAR.

In addition to the applications received and disposed of prior to the close of the financial year, the following applications had been received, concerning which proceedings were still pending on March 31, 1910:—

1. An application from the Alberta Coal Mining Company, Cardiff, Alta., the number of employees concerned being estimated at 35 directly and 25 indirectly.
2. An application from the conductors, baggagemen, brakemen and yardmen employed by the Canadian Pacific Railway Company, the number of employees concerned being estimated at 4,360.
3. An application from the conductors, baggagemen, brakemen and yardmen employed by the Grand Trunk Railway Company, the number of employees concerned being estimated at 3,017.
4. An application from the conductors, baggagemen, brakemen and yardmen employed by the Toronto, Hamilton and Buffalo Railway Company, the number of employees concerned being estimated at 101.
5. An application from the telegraph and station employees of the Grand Trunk Pacific Railway Company, the number of employees concerned being estimated at 75.
6. An application from the employees of the Dominion Atlantic Railway Company, the number of employees concerned being estimated at 4 directly and 25 indirectly.
7. An application from the Syndicated Longshoremen of the port of Montreal employed by the Shipping Federation of Canada, comprising various lines of steamships navigating to Montreal, the number of employees concerned being estimated at 1,800.

### THE MANITOBA CARTAGE COMPANY DISPUTE.

In the summary statement of proceedings appearing in the chapter devoted to the Industrial Disputes Investigation Act in this report, reference has been made to the dispute between the Manitoba Cartage Company, Limited, of Winnipeg, and its employees. The report of the Board in this case was received on April 1, 1909, and will be found in the Appendix to the annual report of the department for the year ending March 31, 1909, at pages 314 to 325.



An Act to aid in the Prevention and Settlement of Strikes and Lockouts in Mines and Industries connected with Public Utilities. (6-7 Edward VII, chap. 20, as amended by 10-11 Edward VII, chap. 29).

HIS Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

1. This Act may be cited as The Industrial Disputes Investigation Act, 1907. Short title.

#### PRELIMINARY.

#### *Interpretation.*

2. In this Act, unless the context otherwise requires—

(a) "Minister" means the Minister of Labour;

"Minister."

(b) "department" means the Department of Labour;

"Department."

(c) "employer" means any person, company or corporation employing ten or more persons and owning or operating any mining property, agency of transportation or communication, or public service utility, including, except as hereinafter provided, railways, whether operated by steam, electricity or other motive power, steamships, telegraphs and telephone lines, gas, electric light, water and power works;

"Employer."

(d) "employee" means any person employed by an employer to do any skilled or unskilled manual or clerical work for hire or reward in any industry to which this Act applies;

"Employeee."

(e) "dispute" or "industrial dispute" means any dispute or difference between an employer and one or more of his employees, as to matters or things affecting or relating to work done or to be done by him or them, or as to the privileges,

"Dispute,"  
"Industrial  
dispute."



rights and duties of employers or employees (not involving any such violation thereof as constitutes an indictable offence); and, without limiting the general nature of the above definition, includes all matters relating to—

- (1) the wages allowance or other remuneration of employees, or the price paid or to be paid in respect of employment;
- (2) the hours of employment, sex, age, qualification or status of employees, and the mode, terms and conditions of employment;
- (3) the employment of children or any person or persons or class of persons, or the dismissal of or refusal to employ any particular person or persons or class of persons;
- (4) claims on the part of an employer or any employee as to whether and, if so, under what circumstances, preference of employment should or should not be given to one class over another of persons being or not being members of labour or other organizations, British subjects or aliens;
- (5) materials supplied and alleged to be bad, unfit or unsuitable, or damage alleged to have been done to work;
- (6) any established custom or usage, either generally or in the particular district affected;
- (7) the interpretation of an agreement or a clause thereof;

“Lockout.”

(f) “lockout” (without limiting the nature of its meaning) means a closing of a place of employment, or a suspension of work, or a refusal by an employer to continue to employ any number of his employees in consequence of a dispute, done with a view to compelling his employees, or to aid another employer in compelling his employees, to accept terms of employment;

“Strike.”

(g) “strike” or “to go on strike” (without limiting the nature of its meaning) means the cessation of work by a body of employees acting in combination, or a concerted refusal or a refusal under a common understanding of any number of employees to continue to work for an employer, in consequence of a dispute, done as a means of compelling their employer, or to aid other employees in compelling their employer, to accept terms of employment;

“Board.”

(h) “board” means a Board of Conciliation and Investigation established under the provisions of this Act;

“Application.”

(i) “application” means an application for the appointment of a Board under the provisions of this Act;

“Registrar.”

(j) “Registrar” means the Registrar of Boards of Conciliation and Investigation under this Act;

“Prescribed.”

(k) “prescribed” means prescribed by this Act, or by any rules or regulations made thereunder;

“Trade union.”

(l) “trade union” or “union” means any organization of employees formed for the purpose of regulating relations between employers and employees

## SESSIONAL PAPER No. 36.

*Administration.*

3. The Minister of Labour shall have the general administration of this Act.

Minister of  
Labour to  
administer Act.

4. The Governor in Council shall appoint a Registrar of Boards of Conciliation and Investigation, who shall have the powers and perform the duties prescribed.

Registrar.

2. The office of Registrar may be held either separately or in conjunction with any other office in the public service, and in the latter case the Registrar may, if the Governor in Council thinks fit, be appointed, not by name, but by reference to such other office, whereupon the person who for the time being holds such office, or performs its duties, shall by virtue thereof be the Registrar.

## BOARDS OF CONCILIATION AND INVESTIGATION.

*Constitution of Boards.*

5. Whenever any dispute exists between an employer and any of his employees, and the parties thereto are unable to adjust it, either of the parties to the dispute may make application to the Minister for the appointment of a Board of Conciliation and Investigation, to which Board the dispute may be referred under the provisions of this Act: Provided, however, that, in the case of a dispute between a railway company and its employees, such dispute may be referred, for the purpose of conciliation and investigation, under the provisions concerning railway disputes in the Conciliation and Labour Act.

Reference of disputes to Boards of Conciliation and Investigation.

6. Whenever, under this Act, an application is made in due form for the appointment of a Board of Conciliation and Investigation, and such application does not relate to a dispute which is a subject of a reference under the provisions concerning railway disputes in the Conciliation and Labour Act, the Minister, whose decision for such purpose shall be final, shall, within fifteen days from the date at which the application is received, establish such Board under his hand and seal of office, if satisfied that the provisions of this Act apply.

Minister to appoint Boards on application.

7. Every Board shall consist of three members who shall be appointed by the Minister.

Members of Board.

2. Of the three members of the Board one shall be appointed on the recommendation of the employer and one on the recommendation of the employees (the parties to the dispute), and the third on the recommendation of the members so chosen.

8. For the purposes of appointment of the members of the Board, the following provisions shall apply:—

Procedure for appointment of members of Board.

1. Each party to the dispute may, at the time of making application or within five days after being requested so to do

by the Minister, recommend the name of one person who is willing and ready to act as a member of the Board, and the Minister shall appoint such person a member of the Board.

2. If either of the parties fails or neglects to duly make any recommendation within the said period, or such extension thereof as the Minister, on cause shown, grants, the Minister shall, as soon thereafter as possible, appoint a fit person to be a member of the Board; and such member shall be deemed to be appointed on the recommendation of the said party.

3. The members chosen on the recommendation of the parties may, within five days after their appointment, recommend the name of one person who is willing and ready to act as a third member of the Board, and the Minister shall appoint such person a member of the Board.

4. If the members chosen on the recommendation of the parties fail or neglect to duly make any recommendation within the said period, or such extension thereof as the Minister, on cause shown, grants, the Minister shall, as soon thereafter as possible, appoint a fit person to be a third member of the Board, and such member shall be deemed to be appointed on the recommendation of the two other members of the Board.

5. The third member shall be the Chairman of the Board.

Notification to be given parties of members of Board.

9. As soon as possible after the full Board has been appointed by the Minister, the Registrar shall notify the parties of the names of the members of the Board and the chairman thereof, and such notification shall be final and conclusive for all purposes.

Term of office.

10. Every member of a Board shall hold office from the time of his appointment until the report of the Board is signed and transmitted to the Minister.

Members not to have pecuniary interest.

11. No person shall act as a member of a Board who has any direct pecuniary interest in the issue of a dispute referred to such Board.

How vacancy to be filled.

12. Every vacancy in the membership of a Board shall be supplied in the same manner as in the case of the original appointment of every person appointed.

Oath of office and secrecy.

13. Before entering upon the exercise of the functions of their office the members of a Board, including the chairman, shall make oath or affirmation before a justice of the peace or other person authorized to administer an oath or affirmation, that they will faithfully and impartially perform the duties of their office, and also that, except in the discharge of their duties, they will not disclose to any person any of the evidence or other matter brought before the Board.

Clerical and other assistance.

14. The Department may provide the Board with a secretary, stenographer, or such other clerical assistance as to the Minister appears necessary for the efficient carrying out of the provisions of this Act.



## SESSIONAL PAPER No. 36.

*Procedure for Reference of Disputes to Boards.*

15. For the purpose of determining the manner in which, and the persons by whom, an application for the appointment of a Board is to be made, the following provisions shall apply:—

Manner in which application to be made.

1. The application shall be made in writing in the prescribed form, and shall be in substance a request to the Minister to appoint a Board to which the existing dispute may be referred under the provisions of this Act.

2. The application shall be accompanied by—

(a) A statement setting forth—

- (1) the parties to the dispute;
- (2) the nature and cause of the dispute, including any claims or demands made by either party upon the other, to which exception is taken;
- (3) an approximate estimate of the number of persons affected or likely to be affected by the dispute;
- (4) the efforts made by the parties themselves to adjust the dispute;

and—

(b) A statutory declaration setting forth that, failing an adjustment of the dispute or a reference thereof by the Minister to a Board, to the best of the knowledge and belief of the declarant a lockout or strike will be declared, and (except where the application is made by an employer in consequence of an intended change in wages or hours proposed by the said employer) that the necessary authority to declare such lockout or strike has been obtained; or, where a dispute directly affects employees in more than one province and such employees are members of a trade union having a general committee authorized to carry on negotiations in disputes between employers and employees and so recognized by the employer, a statutory declaration by the chairman or president and by the secretary of such committee setting forth that, failing an adjustment of the dispute or a reference thereof by the Minister to a Board, to the best of the knowledge and belief of the declarants a strike will be declared, that the dispute has been the subject of negotiations between the committee and the employer, that all efforts to obtain a satisfactory settlement have failed, and that there is no reasonable hope of securing a settlement by further negotiations.

Statutory declaration to accompany application for appointment of Board.

Declaration by officers of trade union.

3. The application may mention the name of a person who is willing and ready and desires to act as a member of the Board representing the party or parties making the application.

16. The application and the declaration accompanying it—

Signatures to application.

- (1) if made by an employer, an incorporated company or corporation, shall be signed by some one of its duly authorized managers or other principal executive officers;

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- (2) if made by an employer other than an incorporated company or corporation, shall be signed by the employer himself in case he is an individual, or a majority of the partners or members in case of a partnership firm or association;
- (3) if made by employees members of a trade union, shall be signed by two of its officers duly authorized by a majority vote of the members of the union, or by a vote taken by ballot of the members of the union present at a meeting called on not less than three days' notice for the purpose of discussing the question; or, where a dispute directly affects employees in more than one province and such employees are members of a trade union having a general committee authorized to carry on negotiations in disputes between employers and employees, and so recognized by the employer, may be signed by the chairman or president and by the secretary of the said committee;
- (4) if made by employees some or all of whom are not members of a trade union, shall be signed by two of their number duly authorized by a majority vote taken by ballot of the employees present at a meeting called on not less than three days' notice for the purpose of discussing the question.

-Application to be transmitted by registered letter.

17. Every application for the appointment of a Board shall be transmitted by post by registered letter addressed to the Registrar of Boards of Conciliation and Investigation, Department of Labour, Ottawa, and the date of the receipt of such registered letter at the department shall be regarded as the date of the receipt of such application.

Party making application to transmit copy to other party to dispute.

18. In every case where an application is made for the appointment of a Board the party making application shall, at the time of transmitting it to the Registrar, also transmit by registered letter to the other party to the dispute, or by personal delivery, a copy of the application and of the accompanying statement and declaration.

Statement in reply to be made and sent to Registrar and to party making application

19. Upon receipt by either party to a dispute of a copy of the application for the appointment of a Board such party shall, without delay, prepare a statement in reply to the application and transmit it by registered letter, or by personal delivery, to the registrar and to the party making the application.

To whom communications transmitting copies of applications and replies between parties are to be sent.

20. Copies of applications or statements in reply thereto, to be transmitted to the other party under any of the preceding sections where the other party is—

- (1) an employer, an incorporated company or corporation, shall be sent to the manager or other principal executive officer of the company or corporation;

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- (2) an employer other than an incorporated company or corporation shall be sent to the employer himself or to the employer in the name of the business or firm as commonly known;
- (3) composed of employees, members of a trade union, shall be sent to the president and secretary of such union;
- (4) composed of employees some or all of whom are not members of a trade union,—

(a) Where some of the employees are members of a trade union, shall be sent to the president and secretary of the union as representing the employees belonging to the union; also

(b) Where some of the employees are not members of a trade union and there are no persons authorized to represent such employees, shall be sent to ten of their number;

(c) Where, under paragraph (4) of section 16, two persons have been authorized to make an application, shall be sent to such two persons.

21. Any dispute may be referred to a Board by application in that behalf made in due form by any party thereto; provided that no dispute shall be the subject of reference to a Board under this Act in any case in which the employees affected by the dispute are fewer than ten.

Jurisdiction.

At least ten employees to be affected by dispute.

22. Upon the appointment of the Board the Registrar shall forward to the chairman a copy of the application for the appointment of such Board, and of its accompanying statement and declaration, and of the statement in reply, and the Board shall forthwith proceed to deal with the matters referred to in these documents.

Method of referring disputes to Board.

*Functions, Powers and Procedure of Boards.*

23. In every case where a dispute is duly referred to a Board it shall be the duty of the Board to endeavour to bring about a settlement of the dispute, and to this end the Board shall, in such manner as it thinks fit, expeditiously and carefully inquire into the dispute and all matters affecting the merits thereof and the right settlement thereof. In the course of such inquiry the Board may make all such suggestions and do all such things as it deems right and proper for inducing the parties to come to a fair and amicable settlement of the dispute, and may adjourn the proceedings for any period the Board thinks reasonable to allow the parties to agree upon terms of settlement.

Duties of Board.

24. If a settlement of the dispute is arrived at by the parties during the course of its reference to the Board, a memorandum of the settlement shall be drawn up by the Board and signed by the parties, and shall, if the parties so agree, be binding as if made a recommendation by the Board under section 62 of this Act, and a copy thereof with a report upon the proceedings shall be forwarded to the Minister.

Where settlement effected, memorandum of same with report to be forwarded to Minister.



Where settlement not effected Board to make report with recommendations.

25. If a settlement of the dispute is not arrived at during the course of its reference to the Board, the Board shall make a full report thereon to the Minister, which report shall set forth the various proceedings and steps taken by the Board for the purpose of fully and carefully ascertaining all the facts and circumstances, and shall also set forth such facts and circumstances, and its findings therefrom, including the cause of the dispute and the Board's recommendation for the settlement of the dispute according to the merits and substantial justice of the case.

Form in which recommendation shall be made.

26. The Board's recommendation shall deal with each item of the dispute and shall state in plain terms, and avoiding as far as possible all technicalities, what in the Board's opinion ought or ought not to be done by the respective parties concerned. Wherever it appears to the Board expedient so to do, its recommendation shall also state the period during which the proposed settlement should continue in force, and the date from which it should commence.

Report and recommendation to be made to the Minister in writing.

27. The Board's report and recommendation shall be made to the Minister in writing, and shall be signed by such of the members as concur therein, and shall be transmitted by the chairman by registered letter to the Registrar as soon as practicable after the reference of the dispute to the Board; and in the same manner a minority report may be made by any dissenting member of the Board.

Filing and distribution of report.

28. Upon receipt of the Board's report the Minister shall forthwith cause the report to be filed in the office of the Registrar and a copy thereof to be sent free of charge to the parties to the dispute, and to the representative of any newspaper published in Canada who applies therefor, and the Minister may distribute copies of the report, and of any minority report, in such manner as to him seems most desirable as a means of securing a compliance with the Board's recommendation. The Registrar shall, upon application, supply certified copies for a prescribed fee, to persons other than those mentioned in this section.

Publication of report.

29. For the information of Parliament and the public, the report and recommendation of the Board, and any minority report, shall, without delay, be published in the *Labour Gazette*, and be included in the annual report of the Department of Labour to the Governor General.

Powers of Board to summon witnesses, compel testimony and produce documents.

30. For the purpose of its inquiry the Board shall have all the powers of summoning before it, and enforcing the attendance of witnesses, of administering oaths, and of requiring witnesses to give evidence on oath or on solemn affirmation (if they are persons entitled to affirm in civil matters) and to produce such books, papers or other documents or things as the Board deems requisite to the full investigation of the matters into which it is inquiring, as is vested in any court of record in civil cases.

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2. Any member of the Board may administer an oath, and the Board may accept, admit and call for such evidence as in equity and good conscience it thinks fit, whether strictly legal evidence or not.

31. The summons shall be in the prescribed form, and may require any person to produce before the Board any books, papers or other documents or things in his possession or under his control in any way relating to the proceedings.

Form of summons.

32. All books, papers and other documents or things produced before the Board, whether voluntarily or in pursuance to summons, may be inspected by the Board, and also by such parties as the Board allows; but the information obtained therefrom shall not, except in so far as the Board deems it expedient, be made public, and such parts of the books, papers or other documents as in the opinion of the Board do not relate to the matter at issue may be sealed up.

Documents not to be made public.

33. Any party to the proceedings shall be competent and may be compelled to give evidence as a witness.

Parties may be compelled to be witnesses.

34. Every person who is summoned and duly attends as a witness shall be entitled to an allowance for expenses according to the scale for the time being in force with respect to witnesses in civil suits in the superior courts in the province where the inquiry is being conducted.

Allowance to witnesses.

35. Where a reference has been made to the Board of a dispute between a railway company and its employees, any witness summoned by the Board in connection with the dispute shall be entitled to free transportation over any railway en route when proceeding to the place of meeting of the Board and thereafter returning to his home, and the Board shall furnish to such witness a proper certificate evidencing his right to such free transportation.

Witnesses in railway disputes to be entitled to free transportation.

36. If any person who has been duly served with such summons and to whom at the same time payment or tender has been made of his reasonable travelling expenses according to the aforesaid scale, fails to duly attend or to duly produce any book, paper or other document or thing as required by his summons, he shall be guilty of an offence and liable to a penalty not exceeding one hundred dollars, unless he shows that there was good and sufficient cause for such failure.

Penalty for failing to obey summons.

37. If, in any proceedings before the Board, any person wilfully insults any member of the Board or wilfully interrupts the proceedings, or without good cause refuses to give evidence, or is guilty in any other manner of any wilful contempt in the face of the Board, any officer of the Board or any constable may take the person offending into custody and remove him from the precincts of the Board, to be detained in custody until the rising of the Board, and the person so offending shall be liable to a penalty not exceeding one hundred dollars.

Contempt of the Board.

View by direction  
of Board.

38. The Board, or any member thereof, and, on being authorized in writing by the Board, any other person, may, without any other warrant than this Act, at any time, enter any building, mine, mine workings, ship, vessel, factory, workshop, place or premises of any kind, wherein, or in respect of which, any industry is carried on or any work is being or has been done or commenced, or any matter or thing is taking place or has taken place, which has been made the subject of a reference to the Board, and inspect and view any work, material, machinery, appliance or article therein, and interrogate any persons in or upon any such building, mine, mine workings, ship, vessel, factory, workshop, place or premises as aforesaid, in respect of or in relation to any matter or thing hereinbefore mentioned, and any person who hinders or obstructs the Board or any such person authorized as aforesaid, in the exercise of any power conferred by this section, shall be guilty of an offence and be liable to a penalty not exceeding one hundred dollars.

Power to interro-  
gate, examination  
of factories, etc.

Inspection of work

How parties may  
be represented  
before Board.

39. Any party to a reference may be represented before the Board by three or less than three persons designated for the purpose, or by counsel or solicitor where allowed as herein-after provided.

Parties to be  
bound by acts of  
representatives.

40. Every party appearing by a representative shall be bound by the acts of such representative.

Counsel or solic-  
itors excluded ex-  
cept by consent of  
parties and of  
Board.

41. No counsel or solicitor shall be entitled to appear or be heard before the Board, except with the consent of the parties to the dispute, and notwithstanding such consent the Board may decline to allow counsel or solicitors to appear.

Members of Board  
to be British sub-  
jects.

42. Persons other than British subjects shall not be allowed to act as members of a Board.

Presence of parties.

43. If without good cause shown, any party to proceedings before the Board fails to attend or to be represented, the Board may proceed as if he had duly attended, or had been represented.

Time and place of  
sittings of Board

44. The sittings of the Board shall be held at such time and place as are from time to time fixed by the chairman, after consultation with the other members of the Board, and the parties shall be notified by the chairman as to the time and place at which sittings are to be held: Provided that, so far as practicable, the Board shall sit in the locality within which the subject-matter of the proceeding before it arose.

Proceedings to be  
public unless  
otherwise deter-  
mined by Board.

45. The proceedings of the Board shall be conducted in public; provided that at any such proceedings before it, the Board, on its own motion, or on the application of any of the parties, may direct that the proceedings shall be conducted in private and that all persons other than the parties, their representatives, the officers of the Board and the witnesses under examination shall withdraw.



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46. The decision of a majority of the members present at a sitting of the Board shall be the decision of the Board, and the findings and recommendations of the majority of its members shall be those of the Board. Majority of Board.

47. The presence of the chairman and at least one other member of the Board shall be necessary to constitute a sitting of the Board. Quorum.

48. In case of the absence of any one member from a meeting of the Board the other two members shall not proceed, unless it is shown that the third member has been notified of the meeting in ample time to admit of his attendance. All members of Board to be present.

2. If any member of a Board dies, or becomes incapacitated, or refuses or neglects to act, his successor shall be appointed in the manner provided with respect to the original member of the Board.

49. The Board may at any time dismiss any matter referred to it which it thinks frivolous or trivial. Trivial matters.

50. The Board may, with the consent of the Minister, employ competent experts or assessors to examine the books or official reports of either party, and to advise it upon any technical or other matter material to the investigation, but shall not disclose such reports or the results of such inspection or examination under this section without the consent of both the parties to the dispute. Employment of experts.

*Remuneration and Expenses of Board.*

51. The members of a Board shall be remunerated for their services as follows:— Remuneration of members of Board.

(a) to members other than the chairman, an allowance of five dollars a day for a time not exceeding three days during which the members may be actually engaged in selecting a third member of the Board;

(b) to each member of the Board, including the chairman, an allowance at the rate of twenty dollars for each day's sitting of the Board and for each day necessarily engaged in travelling from or to his place of residence to attend or after attending a meeting of the Board.

52. No member of the Board shall accept in addition to his salary as a member of the Board any perquisite or gratuity of any kind, from any corporation, association, partnership or individual in any way interested in any matter or thing before or about to be brought before the Board in accordance with the provisions of this Act. The accepting of such perquisite or gratuity by any member of the Board shall be an offence and shall render such member liable to a fine not exceeding one thousand dollars. Acceptance of gratuities and perquisites by members an offence.

Actual necessary travelling expenses of members allowed.

53. Each member of the Board will be entitled to his actual necessary travelling expenses for each day that he is engaged in travelling from or to his place of residence for the purpose of attending or after having attended a meeting of the Board.

Payments of expenses of Board.

54. All expenses of the Board, including expenses for transportation incurred by the members thereof or by persons under its order in making investigations under this Act, salaries of employees and agents, and fees and mileage to witnesses shall be allowed and paid upon the presentation of itemized vouchers therefor, approved by the chairman of the Board, which vouchers shall be forwarded by the chairman to the Minister. The chairman shall also forward to the Minister a certified and detailed statement of the sittings of the Board, and of the members present at such sittings.

#### DUTIES OF THE REGISTRAR.

To receive and deal with applications.

55. It shall be the duty of the Registrar:—

(a) to receive and register, and, subject to the provisions of this Act, to deal with all applications by employers or employees for a reference of any dispute to a Board, and to at once bring to the Minister's attention every such application;

Assist in constituting Boards

(b) to conduct such correspondence with the parties and members of Boards as may be necessary to constitute any Board as speedily as possible in accordance with the provisions of this Act;

Assist in giving effect to recommendations of Boards.

(c) to receive and file all reports and recommendations of Boards, and conduct such correspondence and do such things as may assist in rendering effective the recommendations of the Boards, in accordance with the provisions of this Act;

Register particulars of proceedings before Boards and safeguard all documents relating to proceedings.

(d) to keep a register in which shall be entered the particulars of all applications, references, reports and recommendations relating to the appointment of a Board, and its proceedings; and to safely keep all applications, statements, reports, recommendations and other documents relating to proceedings before the Board, and, when so required, transmit all or any of such to the Minister;

Supply information and necessary forms relating to proceedings before Board.

(e) to supply to any parties, on request, information as to this Act, or any regulations or proceedings thereunder, and also to furnish parties to a dispute and members of the Board with necessary blank forms, forms of summons or other papers or documents required in connection with the effective carrying out of the provisions of this Act;

Generally.

(f) generally, to do all such things and take all such proceedings as may be required in the performance of his duties prescribed under this Act or any regulations thereunder.

#### STRIKES AND LOCKOUTS PRIOR TO AND PENDING A REFERENCE TO A BOARD ILLEGAL.

Prohibition of strikes or lockouts prior to or pending reference to Board

56. It shall be unlawful for any employer to declare or cause a lockout, or for any employee to go on strike, on account of any dispute prior to or during a reference of such dispute to a Board of Conciliation and Investigation under the provisions

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of this Act, or prior to or during a reference under the provisions concerning railway disputes in the Conciliation and Labour Act: Provided that nothing in this Act shall prohibit the suspension or discontinuance of any industry or of the working of any persons therein for any cause not constituting a lockout or strike: Provided also that, except where the parties have entered into an agreement under section 62 of this Act, nothing in this Act shall be held to restrain any employer from declaring a lockout, or any employee from going on strike in respect of any dispute which has been duly referred to a Board and which has been dealt with under section 24 or 25 of this Act, or in respect of any dispute which has been the subject of a reference under the provisions concerning railway disputes in the Conciliation and Labour Act.

57. Employers and employees shall give at least thirty days' notice of an intended change affecting conditions of employment with respect to wages or hours, and in the event of such intended change resulting in a dispute, until the dispute has been finally dealt with by the Board, neither of the parties affected shall alter the conditions of employment with respect to wages or hours, or on account of the dispute do or be concerned in doing, directly or indirectly, anything in the nature of a lockout or strike, or a suspension or discontinuance of employment or work, but the relationship of employer and employee shall continue uninterrupted by the dispute, or anything arising out of the dispute; but if, in the opinion of the Board, either party uses this or any other provision of this Act for the purpose of unjustly maintaining a given condition of affairs through delay, and the Board so reports to the Minister, such party shall be guilty of an offence, and liable to the same penalties as are imposed for a violation of the next preceding section.

Relation of parties to remain unchanged pending proceedings before a Board.†

58. Any employer declaring or causing a lockout contrary to the provisions of this Act shall be liable to a fine of not less than one hundred dollars, nor more than one thousand dollars for each day or part of a day that such lockout exists.

Penalty for causing lockout.

59. Any employee who goes on strike contrary to the provisions of this Act shall be liable to a fine of not less than ten dollars nor more than fifty dollars, for each day or part of a day that such employee is on strike.

Penalty for going on strike.

60. Any person who incites, encourages or aids in any manner any employer to declare or continue a lockout, or any employee to go or continue on strike contrary to the provisions of this Act, shall be guilty of an offence and liable to a fine of not less than fifty dollars nor more than one thousand dollars.

Penalty for inciting to lockout or strike.

61. The procedure for enforcing penalties imposed or authorized to be imposed by this Act shall be that prescribed by Part XV. of *The Criminal Code* relating to summary convictions.

Procedure for enforcing penalties.



## SPECIAL PROVISIONS.

Recommendation  
of a Board binding  
in certain cases.

62. Either party to a dispute which may be referred under this Act to a Board may agree in writing, at any time before or after the Board has made its report and recommendation, to be bound by the recommendation of the Board in the same manner as parties are bound upon an award made pursuant to a reference to arbitration on the order of a court of record; every agreement so to be bound made by one party shall be forwarded to the Registrar who shall communicate it to the other party, and if the other party agrees in like manner to be bound by the recommendation of the Board, then the recommendation shall be made a rule of the said court on the application of either party and shall be enforceable in like manner.

Application of  
provisions of this  
Act to any dispute  
on joint applica-  
tion of parties.

63. In the event of a dispute arising in any industry or trade other than such as may be included under the provisions of this Act, and such dispute threatens to result in a lockout or strike, or has actually resulted in a lockout or strike, either of the parties may agree in writing to allow such dispute to be referred to a Board of Conciliation and Investigation, to be constituted under the provisions of this Act.

2. Every agreement to allow such reference shall be forwarded to the Registrar, who shall communicate it to the other party, and if such other party agrees in like manner to allow the dispute to be referred to a Board, the dispute may be so referred as if the industry or trade and the parties were included within the provisions of this Act.

3. From the time that the parties have been notified in writing by the Registrar that in consequence of their mutual agreement to refer the dispute to a Board under the provisions of this Act, the Minister has decided to refer such dispute, the lockout or strike, if in existence, shall forthwith cease, and the provisions of this Act shall bind the parties.

## MISCELLANEOUS.

Courts not to re-  
cognize reports of  
or testimony be-  
fore a Board,  
except in prosecu-  
tions for perjury.

64. No court of the Dominion of Canada, or of any province or territory thereof, shall have power or jurisdiction to recognize or enforce, or to receive in evidence any report of a Board, or any testimony or proceedings before a Board, as against any person or for any purpose, except in the case of a prosecution of such person for perjury.

Technicality not  
to invalidate  
proceedings.

65. No proceeding under this Act shall be deemed invalid by reason of any defect of form or any technical irregularity.

Payment of ser-  
vices under Act.

66. The Minister shall determine the allowance or amounts to be paid to all persons other than the members of a Board, employed by the Government or any Board, including the Registrar, secretaries, clerks, experts, stenographers or other persons performing any services under the provisions of this Act.

## SESSIONAL PAPER No. 36.

67. In case of prosecutions under this Act, whether a conviction is or is not obtained, it shall be the duty of the clerk of the court before which any such prosecution takes place to briefly report the particulars of such prosecution to the Registrar within thirty days after it has been determined, and such clerk shall be entitled to a prescribed fee in payment of his services.

Prosecutions  
under Act to be  
reported to  
Registrar.

68. The Governor in Council may make regulations as to the time within which anything hereby authorized shall be done, and also as to any other matter or thing which appears to him necessary or advisable to the effectual working of the several provisions of this Act. All such regulations shall go into force on the day of the publication thereof in *The Canada Gazette*, and they shall be laid before Parliament within fifteen days after such publication, or, if Parliament is not then in session, with fifteen days after the opening of the next session thereof.

Minister may  
make, alter, and  
amend regulations.

69. All charges and expenses incurred by the Government in connection with the administration of this Act shall be defrayed out of such appropriations as are made by Parliament for that purpose.

Expenses.

70. An annual report with respect to the matters transacted by him under this Act shall be made by the Minister to the Governor General, and shall be laid before Parliament within the first fifteen days of each session thereof.

Report to Parliament.







## 9-10 EDWARD VII.

## CHAP. 9.

An Act to provide for the investigation of Combines,  
Monopolies, Trusts and Mergers.

[Assented to 4th May, 1910.]

HIS Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

1. This Act may be cited as *The Combines Investigation Act*. Short title.

## INTERPRETATION.

2. In this Act, unless the context otherwise requires,—

- |  |                                |
|--|--------------------------------|
| (a) "application" means an application to a judge for an order directing an investigation under the provisions of this Act;  | Definitions.<br>"Application." |
| (b) "Board" means a Board of Investigation established under the provisions of this Act;   | "Board."                       |
| (c) "combine" means any contract, agreement, arrangement or combination which has, or is designed to have, the effect of increasing or fixing the price or rental of any article of trade or commerce or the cost of the storage or transportation thereof, or of the restricting competition in or of controlling the production, manufacture, transportation, storage, sale or supply thereof, to the detriment of consumers or producers of such article of trade or commerce, and includes the acquisition, leasing or otherwise taking over, or obtaining by any person to the end aforesaid, of any control over or interest in the business, or any portion of the business, of any other person, and also includes what is known as a trust, monopoly or merger; | "Combine."                     |
| (d) "Department" means the Department of Labour;   | "Department."                  |
| (e) "judge" means, in the Province of Ontario, any judge of the High Court of Justice; in the Province of Quebec, any judge of the Superior Court; in the Provinces of Nova Scotia,  | "Judge."                       |

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New Brunswick, British Columbia, Prince Edward Island, Saskatchewan and Alberta, any judge of the Supreme Court; in the Province of Manitoba, any judge of the Court of King's Bench, and in the Yukon territory, any judge of the Territorial Court;

"Minister."

(f) "Minister" means the Minister of Labour;

"Order."

(g) "order" means an order of a judge under the provisions of this Act;

"Prescribed."

(h) "prescribed" means prescribed by this Act, or by any rule or regulation made thereunder;

"Registrar."

(i) "Registrar" means the Registrar of Boards of Investigation appointed under this Act.

#### ADMINISTRATION.

Administration.

3. The Minister shall have the general administration of this Act.

Registrar of  
Boards.

4. The Governor in Council shall appoint a Registrar of Boards of Investigation, who shall have the powers and perform the duties prescribed.

Appointment and  
tenure of office.

2. The office of Registrar may be held either separately or in conjunction with any other office in the public service, and in the latter case the Registrar may, if the Governor in Council thinks fit, be appointed by reference to such other office, whereupon the person who for the time being holds such office or performs its duties shall, by virtue thereof and without thereby being entitled to any additional remuneration, be the Registrar.

#### ORDER FOR INVESTIGATION.

Order for  
investigation.

5. Where six or more persons, British subjects resident in Canada and of full age, are of the opinion that a combine exists, and that prices have been enhanced or competition restricted by reason of such combine, to the detriment of consumers or producers, such persons may make an application to a judge for an order directing an investigation into such alleged combine.

Application for  
order.

2. Such application shall be in writing addressed to the judge, and shall ask for an order directing an investigation into the alleged combine, and shall also ask the judge to fix a time and place for the hearing of the applicants or their representative.

Form of  
application.

3. The application shall be accompanied by a statement setting forth,—

(a) the nature of the alleged combine and the persons believed to be concerned therein;

(b) the manner in which the alleged combine affects prices or restricts competition, and the extent to which the alleged combine is believed to operate to the detriment of consumers or producers;

## SESSIONAL PAPER No. 36.

(c) the names and addresses of the parties making the application and the name and address of one of their number or of some other person whom they authorize to act as their representative for the purposes of this Act and to receive communications and conduct negotiations on their behalf.

4. The application shall also be accompanied by a statutory declaration from each applicant declaring that the alleged combine operates to the detriment of the declarant as a consumer or producer, and that to the best of his knowledge and belief the combine alleged in the statement exists and that such combine is injurious to trade or has operated to the detriment of consumers or producers in the manner and to the extent described, and that it is in the public interest that an investigation should be had into such combine.

Declaration of applicants.

6. Within thirty days after the judge receives the application he shall fix a time and place for hearing the applicants and shall send due notice, by registered letter, to the representative authorized by the statement to receive communications on behalf of the applicants. At such hearing the applicants may appear in person or by their representative or by counsel.

Hearing of application.

7. If upon such hearing the judge is satisfied that there is reasonable ground for believing that a combine exists which is injurious to trade or which has operated to the detriment of consumers or producers, and that it is in the public interest that an investigation should be held, the judge shall direct an investigation under the provisions of this Act; or if not so satisfied, and the judge is of opinion that in the circumstances an adjournment should be ordered, the judge may adjourn such hearing until further evidence in support of the application is given, or he may refuse to make an order for an investigation.

Order for investigation by judge.

Adjournment for further evidence.

2. The judge shall have all the powers vested in the court of which he is a judge to summon before him and enforce the attendance of witnesses, to administer oaths, and to require witnesses to give evidence on oath or on solemn affirmation (if they are persons entitled to affirm in civil matters), and to produce such books, papers or other documents or things as the judge deems requisite.

Powers of judge.

8. The order of the judge directing an investigation shall be transmitted by him to the Registrar by registered letter, and shall be accompanied by the application, the statement, a certified copy of any evidence taken before the judge, and the statutory declarations. The order shall state the matters to be investigated, the names of the persons alleged to be concerned in the combine, and the names and addresses of one or more of their number with whom, in the opinion of the judge, the Minister should communicate in order to obtain the recommendation for the appointment of a person as a member of the Board as hereinafter provided.

Transmission of order and evidence to Registrar.



## APPOINTMENT OF BOARDS.

Appointment of Board.

9. Upon receipt by the Registrar of the order directing an investigation the Minister shall forthwith proceed to appoint a Board

Constitution of Board.

10. Every Board shall consist of three members, who shall be appointed by the Minister under his hand and seal of office.

Members of Board.

11. Of the three members of the Board one shall be appointed on the recommendation of the persons upon whose application the order has been granted, one on the recommendation of the persons named in the order as being concerned in the alleged combine, and the third on the recommendation of the two members so chosen.

Recommendation of third member.

12. The persons upon whose application the order has been granted and the persons named in the order as being concerned in the alleged combine, within seven days after being requested so to do by the Registrar, may each respectively recommend the name of a person who is willing and ready to act as a member of the Board, and the Minister shall appoint such persons members of the Board.

Communications with representatives of parties.

2. For the purpose of obtaining the recommendations referred to in subsection 1 of this section it shall be sufficient as respects the applicants, for the Registrar to communicate with the representative mentioned in the statement as authorized to receive communications on their behalf, and as respects the persons concerned in the alleged combine it shall be sufficient for the Registrar to communicate with the persons named in the order, as the persons with whom the Minister should communicate for this purpose

When Minister may select members.

3. If the parties, or either of them, fail or neglect to make any recommendation within the said period, or such extension thereof as the Minister, on cause shown, grants, the Minister shall, as soon thereafter as possible, select and appoint a fit person or persons to be a member or members of the Board.

Recommendation and appointment of a judge as third member.

4. The two members so appointed may, within seven days after their appointment, recommend the name of a judge of any court of record in Canada, who is willing and ready to act as a third member of the Board, and the Minister shall appoint such judge as a member of the Board, and if they fail or neglect to make a recommendation within the said period, or such extension thereof as the Minister on cause shown grants, the Minister shall, as soon thereafter as possible, select and appoint a judge of any court of record in Canada to be the third member of the Board.

Chairman.

5. The third member of the Board shall be its chairman.

Vacancies.

6. A vacancy in the membership of a Board shall be filled in the same manner as an original appointment is made.

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13. No person shall act as a member of the Board who is one of the applicants for the Board or who has any direct pecuniary interest in the alleged combine that is the subject of investigation by such Board, or who is not a British subject.

Persons disqualified as members.

14. As soon as possible after all the members of the Board have been appointed by the Minister, the Registrar shall notify the parties of the names of the chairman and other members of the Board.

Notice of personnel of Board.

15. Before entering upon the exercise of the functions of their office, the members of the Board shall take the following oath:—

Oath of office.

I, ....., do solemnly swear,—

That I will truly, faithfully and impartially perform my duties as a member of the Board appointed to investigate....

That I am a British subject.

That I have no direct pecuniary interest in the alleged combine that is to be the subject of investigation.

That I have not received nor will I accept either directly or indirectly any perquisite, gift, fee or gratuity from any person in any way interested in any matter or thing to be investigated by the Board.

That I am not immediately connected in business with any of the parties applying for this investigation, and am not acting in collusion with any person herein.

16. The Department may provide the Board with a stenographer and such clerical and other assistance as to the Minister appears necessary for the efficient carrying out of the provisions of this Act. The Department shall also repay any reasonable and proper disbursements made or authorized and certified by the judge who grants the order directing the investigation.

Clerical assistance to Board.

Disbursements.

17. Upon the appointment of the Board the Registrar shall forward to the chairman copies of the application, statement, evidence, if any, taken before the judge, and order for investigation, and the Board shall forthwith proceed to deal with the matters referred to therein.

Commencement of investigation.

## INQUIRY AND REPORT.

18. The Board shall expeditiously, fully and carefully inquire into the matters referred to it and all matters affecting the merits thereof, including the question of whether or not the price or rental of any article concerned has been unreasonably enhanced, or competition in the supply thereof unduly restricted, in consequence of a combine, and shall make a full and detailed report thereon to the Minister, which report shall set forth the various proceedings and steps taken by the Board for the purpose of fully and carefully ascertaining all the facts and circumstances connected with the alleged combine, includ-

Inquiry.

Report to Minister.

ing such findings and recommendations as, in the opinion of the Board, are in accordance with the merits and requirements of the case.

Scope of investigation.

2. In deciding any question that may affect the scope or extent of the investigation, the Board shall consider what is required to make the investigation as thorough and complete as the public interest demands.

Report of Board.

19. The Board's report shall be in writing, and shall be signed by at least two of the members of the Board. The report shall be transmitted by the chairman to the Registrar, together with the evidence taken at such investigation certified by the chairman, and any documents and papers remaining in the custody of the Board. A minority report may be made and transmitted to the Registrar by any dissenting member of the Board.

Minority report.

Publication of reports.

20. Upon receipt of the Board's report and of the minority report, if any, a copy thereof shall be sent free of charge to the parties and to the representative of any newspaper in Canada who applies therefor, and the report and minority report, if any, shall also be published without delay in *The Canada Gazette*. The Minister may distribute copies of the report, and of any minority report, in such manner as to him seems most desirable, as a means of securing a compliance with the Board's recommendations. The Registrar shall, upon payment of such fees as may be prescribed, supply a certified copy of any report or minority report to any person applying for it.

Distribution of copies.

Fee for certified copies.

Reduction of Customs duties to secure reasonable competition.

21. Whenever, from or as a result of an investigation under the provisions of this Act, or from or as a result of a judgment of the Supreme Court or Exchequer Court of Canada or of any superior court, or circuit, district or county court in Canada, it appears to the satisfaction of the Governor in Council that with regard to any article there exists any combine to promote unduly the advantage of the manufacturers or dealers at the expense of the consumers, and if it appears to the Governor in Council that such disadvantage to the consumer is facilitated by the duties of customs imposed on the article, or on any like article, the Governor in Council may direct either that such article be admitted into Canada free of duty or that the duty thereon be reduced to such amount or rate as will, in the opinion of the Governor in Council, give the public the benefit of reasonable competition.

Revocation of patent in certain cases.

22. In case the owner or holder of any patent issued under *The Patent Act* has made use of the exclusive rights and privileges which, as such owner or holder he controls, so as unduly to limit the facilities for transporting, producing, manufacturing, supplying, storing or dealing in any article which may be a subject of trade or commerce, or so as to restrain or injure trade or commerce in relation to any such article, or unduly to prevent, limit or lessen the manufactur-



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or production of any article or unreasonably to enhance the price thereof, or unduly to prevent or lessen competition in the production, manufacture, purchase, barter, sale, transportation, storage or supply of any article, such patent shall be liable to be revoked. And, if a Board reports that a patent has been so made use of, the Minister of Justice may exhibit an information in the Exchequer Court of Canada praying for a judgment revoking such patent, and the court shall thereupon have jurisdiction to hear and decide the matter and to give judgment revoking the patent or otherwise as the evidence before the court may require.

Jurisdiction of  
Exchequer Court.

23. Any person reported by a Board to have been guilty of unduly limiting the facilities for transporting, producing, manufacturing, supplying, storing or dealing in any article which may be a subject of trade or commerce; or of restraining or injuring trade or commerce in relation to any such article; or of unduly preventing, limiting or lessening the manufacture or production of any such article; or of unreasonably enhancing the price thereof; or of unduly preventing or lessening competition in the production, manufacture, purchase, barter, sale, transportation, storage or supply of any such article, and who thereafter continues so to offend, is guilty of an indictable offence, and shall be liable to a penalty not exceeding one thousand dollars and costs for each day after the expiration of ten days, or such further extension of time as in the opinion of the Board may be necessary, from the date of the publication of the report of the Board in *The Canada Gazette* during which such person so continues to offend.

Combines restrict-  
ing manufacture,  
trade or competi-  
tion.

Penalty.

## SITTINGS OF BOARD.

24. The sittings of the Board shall be held at such times and places as are fixed by the chairman, after consultation with the other members of the Board, and the parties shall be notified by the chairman as to the times and places at which sittings are to be held: Provided that, so far as practicable, the Board shall sit in the locality within which the subject-matter of the proceedings before it arose.

Sittings of Board.

25. The proceedings of the Board shall be conducted in public, but the Board may order that any portion of the proceedings shall be conducted in private.

Proceedings.

26. The decision of any two of the members present at a sitting of the Board shall be the decision of the Board.

Decisions.

27. The presence of the chairman and at least one other member of the Board shall be necessary to constitute a sitting of the Board.

Quorum.

28. In case of the absence of any one member from a meeting of the Board the other two members shall not proceed, unless it is shown that the absent member has been notified of the meeting in ample time to admit of his attendance,

Absence of  
member.

Appearance of parties.

29. Any party to an investigation may appear before the Board in person or may be represented by any other person or persons, or, with the consent of the Board, may be represented by counsel.

When counsel appointed by Minister.

30. Whenever in the opinion of the Minister the public interest so requires, the Minister may apply to the Minister of Justice to instruct counsel to conduct the investigation before a Board, and upon such application the Minister of Justice may instruct counsel accordingly. The fees and expenses allowed to such counsel by the Minister of Justice shall be paid out of such appropriations as are made by Parliament to provide for the cost of administering this Act.

Contempt of Board.

31. If, in any proceedings before the Board, any person wilfully insults any member of the Board, or wilfully interrupts the proceedings, or without good cause refuses to give evidence, or is guilty in any other manner of any wilful contempt in the face of the Board, any officer of the Board or any constable may take the person offending into custody and remove him from the precincts of the Board, to be detained in custody until the conclusion of that day's sitting of the Board, and the person so offending shall be liable, upon summary conviction, to a penalty not exceeding one hundred dollars.

Penalty.

#### WITNESSES AND EVIDENCE.

Witnesses and evidence.

32. For the purposes of an investigation the Board shall have all powers which are vested in any court of record in civil cases for the following purposes, namely: the summoning of witnesses before it, and enforcing their attendance from any part of Canada, of administering oaths, and of requiring witnesses to give evidence on oath or on solemn affirmation (if they are persons entitled to affirm in civil matters) and to produce such books, papers or other documents or things as the Board deems requisite to the full investigation of the matters into which it is inquiring.

Oath.

2. Any member of the Board may administer an oath.

Signature of chairman.

3. Summonses to witnesses and all other orders, process and proceedings shall be signed by the chairman.

Inspection of documents.

33. All books, papers and other documents or things produced before the Board, whether voluntary or in pursuance of summons, may be inspected by the Board, and also by such parties as the Board allows.

Parties as witnesses.

34. Any party to the proceedings shall be competent and may be compelled to give evidence as a witness.

Expenses of witnesses.

35. Every person who is summoned and duly attends as a witness shall be entitled to an allowance for attendance and travelling expenses according to the scale in force with respect to witnesses in civil suits in the superior courts of the province in which the inquiry is being conducted.

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36. If any person who has been duly served with a summons and to whom at the time of service payment or tender has been made of his reasonable travelling expenses according to the aforesaid scale, fails to attend or to produce any book, paper or other document or thing as required by his summons, he shall, unless he shows that there was good and sufficient cause for such failure, be guilty of an offence and liable upon summary conviction to a penalty not exceeding one hundred dollars.

Failure of witness to attend or to produce documents.

Penalty.

37. The Board may, with the consent of the Minister, employ competent experts to examine books or official reports, and to advise it upon any technical or other matter material to the investigation, but the information obtained therefrom shall not, except in so far as the Board deems it expedient, be made public, and such parts of the books, papers or other documents as in the opinion of the Board are not material to the investigation may be sealed up.

Experts.

## REMUNERATION AND EXPENSES OF BOARD.

38. The members of a Board shall be remunerated for their services as follows:—

Remuneration of Board.

- (a) To the two members first appointed an allowance of five dollars each per day for a time not exceeding three days during which they may be actually engaged in selecting the third member of the Board.
- (b) To each member an allowance at the rate of twenty dollars for each day's sitting of the Board.

39. Each member of the Board shall be entitled to his actual and necessary travelling expenses and an allowance of ten dollars per day for each day that he is engaged in travelling from or to his place of residence for the purpose of attending or after having attended a meeting of the Board.

Travelling expenses.

40. No member of the Board shall accept in addition to his travelling expenses and allowances as a member of the Board any perquisite, gift, fee or gratuity of any kind from any person in any way interested in any matter or thing that is being investigated by the Board. The acceptance of any such perquisite, gift, fee or gratuity by any member of the Board shall be an offence, and shall render such member liable upon summary conviction to a fine not exceeding one thousand dollars, and he shall thereafter be disqualified to act as a member of any Board.

Acceptance of gratuity prohibited.

Penalty.

41. All expenses of the Board, including expenses for transportation incurred by the members thereof or by persons under its order in making investigations under this Act, salaries of employees and agents, and fees and travelling expenses of witnesses, shall be allowed and paid upon the presentation of itemized vouchers therefor, approved and certified by the chairman of the Board, which vouchers shall be forwarded by the

Vouchers for expenses.



Detailed statement of sittings.

chairman to the Registrar. The chairman shall also forward to the Registrar a certified and detailed statement of the sittings of the Board, and of the members present at each of such sittings.

#### MISCELLANEOUS.

Technical irregularities.

42. No proceedings under this Act shall be deemed invalid by reason of any defect of form or any technical irregularity.

Evidence of report.

43. Evidence of a report of a Board may be given in any court by the production of a copy of *The Canada Gazette* purporting to contain a copy of such report, or by the production of a copy of the report purporting to be certified by the Registrar to be a true copy.

Allowances determined by Minister.

44. The Minister shall determine the allowance or amounts to be paid to all persons, other than the members of the Board, employed by the Government or any Board, including the secretaries, clerks, experts, stenographers or other persons performing any services under the provisions of this Act.

Regulations by Governor-in-Council.

45. The Governor in Council may make such regulations, not inconsistent with this Act, as to him seem necessary for carrying out the provisions of this Act and for the efficient administration thereof.

Publication.

2. Such regulations shall be published in *The Canada Gazette*, and upon being so published they shall have the same force as if they formed part of this Act.

To be laid before Parliament.

3. The regulations shall be laid before both Houses of Parliament within fifteen days after such publication if Parliament is then sitting, and if Parliament is not then sitting then within fifteen days after the opening of the next session thereof.

Annual report to Parliament.

46. The Minister shall lay before Parliament, within the first fifteen days of the then next session, an annual report of the proceedings under this Act.

1907, c. 11 amended.

47. Subsection 1 of section 12 of *The Customs Tariff*, 1907, is repealed.

R.S., c. 125.

48. This Act shall not be construed to repeal, amend or in any way affect *The Trade Unions Act*, chapter 125 of the Revised Statutes, 1906.

SESSIONAL PAPER No. 36.

## SCHEDULE.

## FORM 1.

## APPLICATION FOR ORDER DIRECTING AN INVESTIGATION.

"The Combines Investigation Act."

(Section 5.)

Dated at ..... this  
 ..... day of ....., 19..

IN THE MATTER of an alleged combine (*here state shortly the nature of the combine.*)

To the Honourable (*here insert the name of the judge*), a Judge (*or, Chief Justice as the case may be*) of the (*here insert the title of the court.*)

The undersigned are of opinion that a combine exists (*here state shortly the nature of the alleged combine*) and that prices have been enhanced (*or, competition has been restricted by such combine, as the case may be*) to the detriment of consumers (*or, producers, as the case may be.*)

The undersigned therefore apply for an order under "The Combines Investigation Act" directing an investigation into such alleged combine.

(*Here state—*

(a) *the nature of the alleged combine and the persons believed to be concerned therein; and,*

(b) *the manner in which the alleged combine affects prices or restricts competition, and the extent to which the alleged combine is believed to operate to the detriment of consumers or producers, as the case may be.*)

## STATEMENT ACCOMPANYING APPLICATION FOR ORDER.

Dated at ..... this  
 ..... day of ....., 19..

The undersigned hereby authorize ..... of  
 ..... (*give name and place of residence*) to act  
 as our representative for the purposes of "The Combines  
 Investigation Act," and to receive communications and con-  
 duct negotiations on our behalf.

The names and addresses of the persons applying for the  
aforesaid order are as follows:—

Names.	Addresses.

STATUTORY DECLARATION ACCOMPANYING APPLICATION FOR  
ORDER.\*

CANADA:  
Province of....., }  
To Wit.

I, ....., of the ..... of .....  
in the ..... of .....  
do solemnly declare:—

1. That the alleged combine operates to my detriment as a  
consumer (*or, producer, as the case may be.*)

2. That to the best of my knowledge and belief the combine  
alleged in the foregoing statement exists and that such combine  
is injurious to trade (*or, has operated to the detriment of con-  
sumers, or, producers, as the case may be*) in the manner and to  
the extent described.

3. That it is in the public interest that an investigation  
should be had into such combine.

And I make this solemn declaration conscientiously believing  
it to be true, and knowing that it is of the same force and  
effect as if made under oath, and by virtue of The Canada Evi-  
dence Act.

Declared before me at ..... in the county of  
..... this ..... day of ..... 19..

FORM 2.

ORDER DIRECTING INVESTIGATION.

“The Combines Investigation Act.”

(Section 7.)

IN THE MATTER of the application of (*here insert the names of  
applicants*), dated the ..... day of ..... 19...

\*A declaration as above must be made by each applicant.



## SESSIONAL PAPER No. 36.

for an order directing an investigation under "The Combines Investigation Act" into an alleged combine (*here state shortly the nature of the combine*).

I, the Honourable .....  
 a Judge (*or, Chief Justice, as the case may be*) of (*here insert the name of court*) after having read the application of (*names of applicants*), dated the.....day of.....19.., the statement and statutory declarations accompanying the same and the evidence produced by the said applicants, am satisfied that there is reasonable ground for believing that a combine exists (*here describe nature of combine*) which is injurious to trade (*or, which has operated to the detriment of consumers, or, producers, as the case may be*), and that it is in the public interest that an investigation should be held, and I do therefore direct that an investigation be held, under the provisions of the said Act into the following matters, that is to say: (*here set out the matters to be investigated.*)

The names of the persons alleged to be concerned in the alleged combine are (*here insert names and addresses*) and I am of opinion that the Minister of Labour should communicate with (*here insert the name or names, with, in each case, the address*) in order to obtain the recommendation for the appointment of a person as a member of the Board of Investigation on behalf of those concerned in the said alleged combine.

Dated at ..... this ..... day of ..... 19..









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# REPORT

OF THE

## DEPARTMENT OF LABOUR

FOR THE

FISCAL YEAR ENDING MARCH 31, 1911

*PRINTED BY ORDER OF PARLIAMENT*



OTTAWA

PRINTED BY C. H. PARMELEE, PRINTER TO THE KING'S MOST  
EXCELLENT MAJESTY

1911

[No. 36—1912.]





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1911



*To His Excellency the Right Honourable Sir Albert Henry George, Earl Grey,  
G.C.M.G., &c., Governor-General of Canada.*

MAY IT PLEASE YOUR EXCELLENCY:

The undersigned has the Honour to forward to Your Excellency the accompanying Report of the Deputy Minister on the work of the Department of Labour of the Dominion of Canada, for the fiscal year ended March 31, 1911, all of which is respectfully submitted.

W. L. MACKENZIE KING,  
*Minister of Labour.*





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**REPORT**  
OF THE  
**DEPUTY MINISTER OF LABOUR**  
FOR THE  
**FISCAL YEAR ENDED MARCH 31,**  
**1911.**

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DEPARTMENT OF LABOUR,  
OTTAWA, June 5, 1911.

To the Honourable W. L. MACKENZIE KING, M.P., C.M.G.,  
Minister of Labour.

SIR,

I have the honour to submit a report on the work of the Department of Labour for the fiscal year ending March 31, 1911.

The year, as being the first complete fiscal period during which a Minister has been specially charged with the administration of the Portfolio of Labour, is one of more than common interest and importance, and has seen a marked expansion in the scope of the work of the Department and in the effect of the same.

The economic history of the year will show a continuance of the industrial activity and prosperity which have now characterized Canada for some years past. The immigration figures for the year show a remarkable advance on the preceding year, reaching the large figure of 311,084, an increase of one-third over the preceding fiscal period, and representing the largest number of immigrants ever arriving in Canada during a single year. The increase was alike due to the larger numbers of those arriving at ocean ports and those coming across the border, the ocean port arrivals showing a great increase in British immigration, so that the majority of new settlers in the Dominion is, to an increasing extent, English-speaking. The agricultural yield in Western Canada for the year 1910 was slightly under that of the preceding year, owing mostly to drought during July. There was, however, a substantial increase in acreage in the West, with uniform high prices for farm produce and returns above the average for crops in older parts of Canada. The growing bulk of the commerce of the Dominion is shown in the increase of over \$75,000,000 in the trade returns for the fiscal year, the figures respectively being, for 1910-11, \$726,008,367, and for 1909-10, \$648,977,608. Railway construction during the year was extremely active, some 6,000 miles of railway being in various stages of completion; the chief work of this nature being the trunk line and branches of the National Transcontinental road, with extensions of the Canadian Pacific Railway and Canadian Northern Railway Companies.

There has also to be taken into account work done on the completion of several important contracts in New Brunswick and on the line of the Grand Trunk Pacific Railway Company connecting Edmonton with Lake Superior.

Industrial disputes have included one or two somewhat important strikes for the year, involving, however, less loss of labour on the whole than for several years. Rising wages and absence of any serious conditions of unemployment were marked features of the year. The trend of wages generally was upward; this even to a more marked degree than during the preceding year or two.

The administration of the Industrial Disputes Investigation Act continues a matter of marked interest and importance in the work of the Department. There were, during the year, thirty-one disputes referred under the provisions of the Act. The report of the operations under the Act, which has been hitherto published as an integral part of the annual departmental report, is on the present occasion published as a separate appendix to the report, this being deemed desirable because of the increasing bulk of the joint volume, also because of the demand for statements in a concise and compact form of the operations of the Act named.

The Combines Investigation Act, which became law during the session of Parliament of 1909-10, was also placed under the administration of the Minister of Labour, and a statement of proceedings for the year under this measure will be laid before Parliament also in a separate appendix to the annual report.

#### PUBLICATION OF LABOUR GAZETTE.

The publication of the *Labour Gazette*, the official monthly publication of the Department, involves a considerable proportion of the time and energies of several members of the staff. The regular publication of a periodical of from one hundred to one hundred and fifty pages monthly, with a circulation of over 15,000, and with French and English issues, is a task of no small magnitude.

It is essential that the editor of the *Labour Gazette* shall (1) keep in close touch with and maintain active supervision over the corps of fifty correspondents, including one for each important industrial centre for the Dominion; (2) follow closely through the daily and weekly press, and commercial publications, special letters of inquiry, and otherwise, the industrial and economic movements of the country, the main features of which the *Labour Gazette* aims to record monthly, in a more comprehensive form than is attempted elsewhere. The editing of the reports of correspondents, the collection of particulars and statistics as to industrial disputes and industrial accidents, the preparation of careful abstracts of legislation affecting industrial interests as enacted by all legislative authorities in Canada, and a noting of all that passes of vital importance to the industrial world, represent a wide and varied field of labour.

Apart from the work of the editor and the assistance necessarily given him by other members of the staff there is the further task of distribution. It must be remembered that there is a paid circulation of over 10,000, with a free list of 5,000 free copies. Much care and attention are needed to keep this extensive mailing list in proper form, by the elimination of cancelled subscriptions and the addition of new ones, by changes in addresses, and—in the case of the free exchanges—by the frequent changes in names and addresses of secretaries of trades unions,

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to all which, it will be remembered, copies of the *Labour Gazette* are sent free of charge. The printing is of course done by the Printing Bureau, and is entirely under its control. The Bureau also undertakes the mailing of the *Labour Gazette*, but the preparation of the mailing list is a work governed entirely by the Department itself; from the Department also are mailed the many hundred copies of the *Labour Gazette* which are sent abroad. The necessary attention to business details of this nature is sufficient to occupy the full time of two or three clerks.

The French edition of the *Labour Gazette* is published a few days later than the English and is a complete copy of the English edition. This work also is done wholly in the Department, being entrusted to Mr. E. Vincelette, appointed by the Civil Service Commission late in the year 1909.

The *Labour Gazette* is now a publication of recognized value in the industrial world, and is regarded as an authority on social and economic matters. With hardly an exception the Banks of Canada subscribe for a sufficient number to forward copies to their branch offices throughout the Dominion, and the regular and accurate statements printed in its pages on industrial and economic matters has been found of special value.

## CORRESPONDENCE OF THE DEPARTMENT.

The general correspondence of the Department has been of the usual character, extending over a wide range of many interests. Inquiries as to the proceedings under Acts under the administration of the Minister of Labour, and as to legislation associated with the Department, naturally represent a large proportion of the correspondence, and the inquiries received continue to come from many countries and from all classes of society.

## THE DEPARTMENTAL REPORT ON COST OF LIVING.

The Department published during the year a report on Wholesale Prices in Canada from 1890 to 1909, the most extensive undertaking of the kind yet carried out in this country. The volume, which comprised several hundred pages, was in the hands of the printer at the time the last annual report of the Department was in course of preparation, and its contents were set forth in some detail in that report. The special report appeared towards the close of an extended and somewhat agitated discussion in many countries regarding the increased cost of living. Information bearing on the cost of commodities generally was eagerly sought on all sides. In the United States special inquiries were undertaken, some by the United States Government itself, others by the Governments of various individual States; the researches made by these bodies frequently brought the inquirers into contact with the Department of Labour of Canada, where information as to conditions in this country was sought. It is believed the conditions in Canada have been made much clearer by reason of the investigations involved in the preparation of the report of wholesale prices, above mentioned. The subject represented a field of research wholly new in the Dominion. The task was that of ascertaining the variations in wholesale prices of 230 leading commodities during a period of 20 years. The information was sought, not for the purpose of proving



or disproving any theory or view as to rise or fall in prices, but to secure a reliable foundation for future statistical work on similar lines. No attempt had been previously made to lay any such foundation.

The preparation of the report was entrusted to Mr. R. H. Coats, who had been for several years Assistant Editor of the *Labour Gazette*, and involved for many months the severest labour and closest application. Files of daily newspapers and trade journals for two decades had to be carefully searched and analyses and compilations therefrom prepared under Mr. Coats' direction, while the preparation of numerous effective charts, many of them in colour, indicating in a striking manner the results achieved, were almost of necessity the personal work of the editor of the volume.

Fortunately the reception given the report by the public justified the labour expended on its preparation. Seven thousand copies of the report were printed and between four and five thousand copies were distributed during the summer months of 1910. Many leading newspapers of Canada, as also of the United States, printed extended reviews of a closely appreciative and complimentary character. In the chapter in the present report dealing with these matters are included extracts from reviews in the case of a number of recognized statistical authorities which made the report an occasion for careful study and comparison, with thoughtful criticisms as to method and system. The following sentences from the review by the Journal of the Royal Statistical Society are illustrative of the general tone of the comments made, as also of the ready recognition of the substantial value and merit of the volume as a whole: "An appendix to the report prepared contains a summary of information in regard to the principal index numbers compiled in other countries and a discussion of the principles which should govern a compilation of such numbers. This memorandum is carefully written and shows that the writer of the report has approached his task armed with the knowledge necessary for bringing it to a satisfactory issue. A brief discussion of causes and effects of price fluctuations is also marked by moderation and freedom from narrow prejudices; in fact the work has been quite clearly carried out in a scientific spirit and reflects much credit on the compiler of the report and on the Canadian Department of Labour."

It may be added that the appreciation by the public was perhaps best manifested in the fact that the Department sent out prior to the close of the fiscal year not less than seven hundred copies of the report in direct response to requests, apart from the four or five thousand copies noted above, as distributed to official classes and to specially selected lists.

During the fiscal year now ended the prices inquiry was carried further, so that the comparison, which in the special report described extended only to 1909, may be continued to 1910, and a special report on methods of wholesale prices published for the year 1900, serves as a natural supplement to the earlier volume. Calendar years were taken for the purposes of these reports, this enabling them to be used more effectively for comparative purposes, and it is worth noting in passing that the increase of cost of commodities included in the analysis was larger in 1900 than in 1909. In 1909, the index number stood at 121.2 as compared with 120.8 for 1908; for 1910, however, the index number stood at 125.1,

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a gain of four points over 1909. Only when it is realized how vital is the relation between wholesale prices and retail prices, and how important, therefore, the bearing which wholesale prices have on the whole question of the cost of living, can the value of a report of this nature be fully appreciated.

## INDUSTRIAL DISPUTES.

The work of the Department brings it naturally into close contact with industrial disputes. The Minister of Labour is entrusted with the administration of the Industrial Disputes Investigation Act, 1907, and the Conciliation and Labour Act, the first of these particularly having impressed itself strongly on the public mind; and the Department has in addition made it a special point since its establishment in 1900 to collect particulars and statistics of strikes and lockouts, ascertaining the cause of dispute, manner of settlement, dates of beginning and ending, numbers concerned, and all other facts concerning which information is available. As stated at the outset of these remarks, the number of trade disputes for the year 1910 shows a slight increase over the number of the year preceding, eighty-four as against sixty-nine. A gratifying feature of the figures is, however, found in the fact that the number of working days lost, owing to strikes or lockouts, shows a substantial reduction of twenty-five per cent. from the figures of the previous year, and falls also below the figures of the year earlier.

Two strikes only occurred during the year which may be said to have been of large industrial importance; one originating, however, during the previous year among the coal miners of Springhill, N.S., and the other that of the conductors and trainmen of the Grand Trunk Railway. Some remarks on these strikes will appear on the following page.

Although, as stated above, the loss of working days was less for 1910 than during some years preceding, yet much over half the time lost is to be credited to the long continuing dispute at Springhill, where the approximate loss for the year is placed at 374,400, against a total loss, it will be remembered, of 677,534. The disputes which came next in importance, viewed from this all-important standpoint, with the proportion of lost time indicated, were the following, viz.: (1) Builders' labourers at Toronto, Ont., 40,000 days; (2) conductors and trainmen of Grand Trunk Railway Company, 37,500 days; (3) carmen of the Canadian Northern Railway Company, 30,000; (4) bricklayers and masons at Montreal, 23,600; (5) cloak makers, Montreal, Que., 28,050; (6) plumbers at Montreal, Que., 26,000; (7) painters at Toronto, Ont., 17,000; (8) iron moulders at Carleton Place, 216,000; (9) cotton mill hands at Hamilton, Ont., 213,750. There was no other single dispute involving a loss of over 10,000 working days. In fact, summing up, of eighty-four disputes during the year representing a net loss of 677,534 working days, one involved a loss of 374,400 working days, nine represented the loss of 231,000 days and seventy-four represented among them the loss of the remaining 72,000 days. The building trades were responsible, as usual, for the largest proportion in the actual number of strikes, which affected all parts of the country save the Maritime Provinces.

## ADMINISTRATION OF THE INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

As pointed out earlier in these remarks, the statement of proceedings for the year under the Industrial Disputes Investigation Act is this year presented in a separate appendix to the departmental report. A brief reference to the operations for the year may be properly made at this point. The total number of disputes referred during the year under the terms of the Act was thirty-one, bringing up to 106 the number of disputes dealt with under the Act during the four years of its existence. In twenty-seven of these cases the strikes that threatened were averted and in four cases the threatened strikes were not averted.

It will be interesting to glance for a moment at some of the more notable instances in which the means provided under the Act for the settlement of disputes operated strikingly to the public benefit. One of the first cases dealt with during the year was a dispute between the Shipping Companies of Montreal and the Longshoremen of that port, to the number of 1,800. In this case the outcome of the efforts of the Board of Conciliation and Investigation to which the dispute was referred was not only a settlement of the points in dispute as to wages and conditions of employment, but also a signed agreement between the parties concerned, effective for a period of five years, in connection with which a permanent Committee of Conciliation was established, to which it was agreed to refer for adjustment any differences which might arise during the term of the agreement. It is also worthy of note that the sum of \$2,000 was deposited with the Royal Trust Company by the Shipping Companies and the longshoremen, as a joint guarantee on the part of each for the observance of the agreement. The permanent committee was called upon several times during the year to adjust matters of difference, and the information reaching the Department goes to show that its services were entirely effective.

The outcome of a dispute between the Alberta Coal Mining Company at Cardiff, Alta., and its employés is best shown by the following sentences received in the Department from Mr. George S. Montgomery, General Manager of the Company, namely, "We are pleased to be able to refer differences to such a Board as is established under the law, for without this recourse there would have been either a strike or a lockout and the mine would have been idle during the busy portion of the year."

A dispute between the Canadian Pacific Railway Company and its conductors, baggagemen, yardmen, &c., to the number of 4,360, was adjusted during the summer of 1910. In this case the recommendations of the Board were not accepted directly, but following the consideration of the same, negotiations took place which resulted in some modifications of the findings, enabling an amicable arrangement to be reached. An agreement between the Toronto, Hamilton and Buffalo Railway Company and employés of the classes described in the foregoing case above cited, was also reached on similar lines.

A dispute between the Toronto Railway Company and its employés threatened an interruption of the street railway service of Toronto during August, a time when the city is usually filled with visitors to the annual Industrial Exhibition. The points chiefly at issue in arranging a new working agreement were in some instances difficult and complicated, and were reached only by mutual compromise,



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guided by the Board. A letter addressed by Mayor Geary of Toronto to His Honour Judge Barron, Chairman of the Board, expressed the satisfaction of the people of Toronto at the settlement reached, the Mayor remarking in his note "You have rendered services which have destroyed the possibility of a state of affairs which would threaten the prosperity of the city and the comfort of the citizens, and, at this particular moment, the success of the exhibition."

Three important references under the Act during the year related to demands for increased wages and improved conditions on the part of maintenance-of-way employés of the Canadian Pacific, Canadian Northern and Grand Trunk Pacific Railway systems, the number of men concerned in the three disputes being about 7,000. Separate boards were established and amicable agreements were effected in the case of the Canadian Pacific and Canadian Northern Railway Companies. In the case of the Grand Trunk Pacific no formal agreement had been effected at the date of writing, but some benefit is understood to have resulted from the investigation and the threatened strike appeared at date of writing to have been averted. During the last weeks of the financial year a Board was established to deal with difficulties between the Great North Western Telegraph Company of Canada and its employés. No formal agreement had been reported to the Department at the date of writing, but the Chairman of the Board had informally expressed his expectation that on most of the points at issue a satisfactory arrangement would be effected without difficulty.

The disputes in which strikes were not averted are briefly as follows: (1) British Columbia Copper Company at Greenwood, B.C., and employés, numbering 350. The question at issue was that of the 'closed shop' which the Board had refused to recommend. The strike lasted about three weeks and the dispute was adjusted on the lines recommended by the Board: (2) Canadian Northern Railway Company and its carmen, involving 600 men, lasting from July 7 to September 27, when the men returned to work on the terms recommended by the Board: (3) Winnipeg Electric Railway and its employés, the strike lasted two weeks during December; subsequently a settlement was effected on the lines recommended by the Board: (4) The most important industrial dispute of the year, and constituting one of the four above mentioned, was that of the conductors and trainmen of the Grand Trunk Railway Company, where a strike, exceptionally sharp and dramatic in character, occurred, attracting public attention in a marked degree because of the nature of the industry concerned, and the large and populous country served by its lines. The terms of the report of the Board and the minority report were given to the parties on June 22 and the parties not agreeing to accept the recommendations made further negotiations for a settlement. These efforts, however, failing, a strike of the employés was declared on July 18, continuing until August 2, when a settlement was reached as a result of Government intervention, by virtue of which the great majority of the employés concerned resumed work from that date or shortly thereafter.

Another notable industrial dispute which attracted considerable public interest during the year was that at the coal mines at Springhill, N.S., where, however, the dispute and the strike arising therefrom had been left over from the preceding year. This strike may be perhaps considered the most stubbornly

fought struggle in the industrial history of Canada. Starting on August 10, 1909, it continued for twenty-two months, closing only on May 29 of the present year. The nature of the questions involved, and the precise circumstances leading up to the strike, were set forth in some detail in the annual report of last year, and it will be remembered that the matter had been made also the subject of a special investigation by the Deputy Minister of Labour in September, 1909. The industry concerned being a coal mine, the dispute fell within the scope of the Industrial Disputes Investigation Act, and had been made, before a strike was declared, the subject of an investigation before a Board of Conciliation and Investigation, the Chairman of the Board having been the Honourable Mr. Justice Longley. The matters at issue included wages and conditions of a general character, and also the question of union recognition, there being much ground for believing that the question of recognition was by far the most serious of the matters in dispute. In discussing the outbreak of this strike in the last annual report of the Department, it was pointed out how little a question of this nature, that of union recognition, is susceptible of the ordinary methods of conciliation and that a settlement can be reached only by the entire abandonment by one party or the other of its claim or refusal as to recognition; the matter is one on which there cannot be a compromise. The result, reached after so many months of idleness, has been the acceptance substantially of the recommendations of the Board presided over by Judge Longley twenty-two months earlier.

#### THE COMBINES INVESTIGATION ACT.

The annual statement of proceedings under the Combines Investigation Act, which is required to be laid before Parliament, is, like the statement of proceedings under the Industrial Disputes Investigation Act presented as a separate appendix to the annual departmental report and can be here mentioned only in passing. The measure, it will be remembered, became law at the close of the session of 1909-10 and its enactment was mentioned in the departmental report of that year. The object of the statute, as then pointed out, is the prevention of injury to the public from undue restriction of competition and unfair exactions arising out of the existence of business methods of combines, trusts, monopolies or mergers. The basic principle of the Act is similar to that of the Industrial Disputes Investigation Act, 1907, namely, the provision of machinery whereby information may be obtained, so far as possible, as to methods or practices which are inimical to the public weal and whereby public opinion may be concentrated thereon. The procedure also has some resemblance to that under the Industrial Disputes Investigation Act, in so far as that the investigation proposed takes place before a Board established by the Minister of Labour, comprised of members named by the two parties to the investigation. In the case of the Combines Investigation Act, however, an investigation can be held and a Board established only on the order of a Superior Court Judge, before whom a preliminary inquiry shall already have taken place, and the Chairman of a Board established under the Combines Investigation Act must be a Judge of a Court of Record.

Notable procedure arose during the year under the terms of the Act in connection with the United Shoe Machinery Company. An order for the establishment



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of a Board was received by the Minister on February 27, signed by the Honourable Mr. Justice Cannon of Quebec, the order being the first to be issued under the Act. The applicants or petitioners were citizens of Quebec City, and the Company alleged to be concerned in a combine was the United Shoe Machinery Company of Canada, and it was alleged that the combine in question was injurious to the public interest. The application bore date of November 10 and various judicial proceedings looking to the prevention of the granting of the order had delayed the issue of the same until February 27. The Board was established under the Chairmanship of the Honourable Mr. Justice Laurandeau of Montreal.

In the meantime the Company had appealed to the Court of King's Bench against the order for investigation, on the ground that Judge Cannon had not proper jurisdiction to grant the order. On April 1, Judge Bruneau, of the Superior Court of Montreal, granted an injunction restraining the Board from proceeding with the investigation, this to be effective until June 15, by which time it was thought probable the Court of Appeal would have given judgment on the question of jurisdiction. The Court of Appeal gave judgment on this point on May 16, deciding that no right of appeal to that court lay against the order of Judge Cannon. The Board remained in the meantime under the stay of procedure, and the Department was informed that the Company alleged to be concerned in a combine had appealed for leave to carry the case to the Privy Council. The Department of Justice had been requested by the Minister of Labour to take all such steps as might be practicable to prevent the delay of the investigation ordered under the procedure of the Combines Investigation Act and at the time of going to press the Department was informed that the Deputy Minister of Justice was himself appearing before the Privy Council to oppose the application for leave to appeal to that body against the decision of the Court of Appeal of the Province of Quebec.

The whole procedure in the case of the United Shoe Machinery Company will, no doubt, form a valuable precedent in connection with future proceedings under the Act. These will be found set forth in full down to the date of publication in the separate special report of proceedings under that Act.

ROYAL COMMISSION OF INQUIRY INTO INDUSTRIAL TRAINING AND TECHNICAL  
EDUCATION.

Brief reference was made in the last annual report to the proposed appointment of the Royal Commission on Technical Education and it was recorded that shortly after the close of the session of 1909-10 and during the present financial year a Royal Commission was appointed on Industrial Training and Technical Education. The Commission comprised seven gentlemen and was constituted under the Chairmanship of Dr. J. W. Robertson, widely known for many years as a leader in educational thought. The Commission was the outcome of an interesting debate in the early part of the session, and was formally appointed on June 1. The work of the Commission was started early in the following month, and proceeded continuously thereafter throughout the fiscal year. The task of investigation was commenced in the Maritime Provinces and the whole of Canada had been systematically covered before the end of February. Some weeks also had been spent during the period in prominent centers of the United States. Some time was then



spent at Ottawa, reviewing and adjusting the information accumulated, and early in April the Commissioners proceeded to Europe to extend their studies and researches to industrial and technical systems in vogue in various countries. A chapter of the present report gives many proofs of the work of the Commission during the year. At the date of writing the Commission is on the Continent of Europe and is expected to return to Canada towards the close of the summer, when the final stage of its work, the preparation of the report, will be entered upon.

#### NEW MEASURES INTRODUCED BY MINISTER OF LABOUR.

Two measures were introduced by the Minister of Labour during the session of Parliament for 1910-11: (1) a Bill prohibiting the improper use of opium and other drugs, known, briefly, as the Opium and Drug Bill; the other prohibiting the manufacture and importation of matches made of white phosphorus. The first of these measures, as originally drawn, was designed to prohibit the importation and manufacture, sale or use of opium for other than scientific or medicinal purposes; but as the result of special investigation the scope of the Bill was subsequently enlarged so as to prohibit the improper use of opium, morphine, cocaine, eucaine or any salts or compounds of these articles. Severe penalties are provided against importing, manufacturing, selling or possessing any of the drugs named for other than scientific or medicinal purposes, also against smoking opium, and the measure regulates in the strictest manner the sale of the articles indicated. It was explained to Parliament by the Minister that legislation of this nature is in line with a world-wide movement and was most necessary from the point of view of the health and general welfare of the people. The measure was generally concurred in and became law on May 19, when Parliament adjourned.

A kindred measure to that above described was that introduced for the prohibition of the manufacture, sale and importation of matches made of white phosphorus. Some reference was made in the last annual report to the communications which had been received on this subject from the Intercolonial office, drawing attention to the legislation that had been enacted in Great Britain and various countries of Europe on the lines indicated, and asking if the Government of Canada desired to enact similar legislation for Canada. The legislation was stated to have been made necessary by the prevalence everywhere in the manufacture of matches by the old methods, of the dreadful disease known as "necrosis", or more popularly, as "phossy jaw". Investigation had shown that the disease existed also in connection with the match industry in Canada and facts were laid before Parliament by the Minister of Labour; on June 24 the House of Commons, after a statement by the Minister, passed without division a resolution declaring the expediency of enacting such a measure. The Bill was subsequently introduced and stood for second reading in the House of Commons, when on May 19, Parliament was adjourned.

#### FAIR WAGES BRANCH OF DEPARTMENTAL WORK.

The Fair Wages branch of the work of the Department has proceeded on the usual lines, not less than 275 schedules having been prepared during the fiscal year by the Fair Wages officers of the Department, while during the eleven years

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since the establishment of the Department, almost 2,000 schedules have been furnished in response to requests of various departments of the Government; the exact total shown on March 31, 1911, was 1900. About half this total number was furnished to the Department of Railways and Canals, the Department of Public Works ranking next in this respect. In a chapter of the present report dealing with the subject, a list is printed of the contracts for which the schedules were furnished, the localities and nature of the contracts to which the schedules related, the value of the contract and the date, if possible, at which it was awarded.

During the year also efforts were, by the Minister's instructions, made by the Department to ascertain the nature and extent of measures which may have been adopted by various public bodies throughout Canada to ensure for workmen employed in the execution of public works the payment of fair or current rates of wages, and conditions as to hours of employment and other matters, the extent to which any of the general principles of the fair wages policy pursued by the Dominion Government prevailed throughout Canada irrespective of the practices of the Dominion Government itself. Information as to these matters was gathered by correspondence with the various Provincial Governments, and with the authorities of all important municipalities in the Dominion. The results of the inquiry constitute an interesting chapter in the present report, showing that the principles on which the fair wages resolution is based have spread widely throughout the Dominion; in the article is given also a statement of the various methods by which the resolution is governed in connection with the various contracts controlled by different Departments of the Dominion Government.

## EXTENSION OF DEPARTMENTAL WORK.

In the references made on earlier pages to the special reports compiled in the Department on wholesale prices, and to the proceedings in connection with the Combines Investigation Act, some indication has been given of the natural extension of the work of the Department. The regular functions performed by the Department of gathering statistics as to industrial disputes and industrial accidents have been continued throughout the year, but the statistical work has developed greatly in importance and value. Some particulars on this point are afforded in a chapter of the present report, in which the extension of the statistical work is discussed. It is sufficient to state here that the statistical branch has been more completely organized than has been possible in the past and has been placed under the general supervision of Mr. R. H. Coats, B.A., whose excellent work in connection with the authorship of the volume on wholesale prices has been already mentioned. In the extension of the statistical branch increased attention will be given to the varied phases of industrial interests, including such aspects of the industrial problem as production, transportation, immigration, trade disputes, employment, industrial accidents, wages, cost of living, wholesale and retail prices, &c., &c. It is believed that by careful and methodical work on these lines much that is of value may be accomplished and the Department made of increasing usefulness to the community.

In this connection, reference may also be fittingly made to the fact that the estimates of expenditure for 1910-11 for the purposes of the Department included an

appropriation for the payment of the salary of an officer to be employed as an inspector of railway construction camps, the experience of the Department having shown that the services of such an officer would prove likely to be in the public interest.

In the chapter of this report dealing with the subject of industrial accidents will be found a reference to a debate in the House of Commons initiated on a resolution on the motion of Mr. H. H. Miller, the member for North Grey, in the course of which the Minister of Labour took part. An extract is there given from that portion of the Minister's remarks in which was shown the close relation between industrial accidents and legislation on the question of compensation for industrial accidents. It would seem possible that in this direction also it will become desirable to extend the work of the Department, so that efficient assistance may be rendered in the preparation in the not remote future of some such measure of legislation as the Minister may perhaps have had in mind.

An investigation of some importance conducted by the Department during the year, though not strictly a trade dispute, was the result of representations received from the Edmonton Trades and Labour Council as to the alleged improper treatment of men employed in the construction of the Grand Trunk Pacific Railway west of Edmonton. The investigation was conducted by Mr. F. Plant, an official of the Department. An inquiry regarding the alleged non-payment of wages in connection with the construction of the Atlantic and Quebec Western Railway was made also the subject of inquiry by Mr. Victor DuBreuil. Abstracts of the reports of these officers appear in the present report.

The following changes in the staff of correspondents to the *Labour Gazette* occurred during the year, viz.:—

Jas Hanley, to be correspondent for Belleville, Ont., and district, to replace D. C. McDiarmid, resigned.

W. T. Cooper, to be correspondent for Hamilton, Ont., and district, to replace Philip Obermeyer, resigned.

Jno. Ghrow, to be correspondent for Victoria, B.C., and district, to replace W. E. Ditchburn, resigned.

The following correspondents were appointed at new centres:—

W. B. McNeill, to be correspondent for Regina, Sask., and district.

J. A. Chenevert, to be correspondent for Sorel, Que., and district.

J. M. Ritchie, to be correspondent for Lethbridge, Alta., and district.

A. B. Jones, to be correspondent for Saskatoon, Sask., and district.

W. C. Franklin, to be correspondent for Brockville, Ont., and district.

I have the honour to be,

Sir,

Your obedient servant,

F. A. ACLAND,

*Deputy Minister of Labour.*



## I.—THE LABOUR GAZETTE.

The publication of the *Labour Gazette*, the official monthly journal of the Department, has proceeded during the fiscal year on the usual lines. The regular features of the *Labour Gazette*, briefly stated, are as follows: (i) a monthly review of industrial and labour conditions (1) for the Dominion as a whole, and (2) in all the more important industrial centres throughout Canada; (ii) a quarterly record of changes in rates of wages and hours of labour; (iii) a monthly review of the immigration and colonization movement; (iv) a monthly statistical record of industrial accidents; (v) a monthly article dealing statistically with the trade disputes in existence throughout the Dominion; (vi) a monthly table of retail prices of staple articles of consumption; (vii) a monthly statement of proceedings under the Industrial Disputes Investigation Act; (viii) a monthly statement of proceedings under the Combines Investigation Act; (ix) a monthly review during the session of the Dominion Parliament of the various Bills, Motions, &c., discussed relating to labour; (x) annual reviews of the legislation affecting labour passed by the Dominion Parliament and by the legislatures of the several provinces; (xi) a reproduction monthly of the various fair wages schedules inserted in Government contracts; (xii) reviews of the more important blue books and official reports received at the Department during the preceding month; (xiii) also, speaking generally a record, so far as space permits, of all matters of special importance to the industrial world, and so far as official or precise information is available. So far as practicable the information printed is gathered from official and authoritative sources, or is furnished by a corps of official correspondents, a correspondent for the *Labour Gazette* being appointed for each important industrial centre in the Dominion.

## ROYAL COMMISSION OF ENQUIRY ON TECHNICAL EDUCATION.

On January 28, 1910, the Minister of Labour announced in the House of Commons that a Royal Commission of Enquiry would be appointed on the subject of Technical Education and that it would be vested with authority to visit Great Britain, the United States, France, and other countries as well as to make a thorough investigation into the need of technical education in Canada. The personnel of the Commission was announced on June 1, and the July issue of the *Labour Gazette* contained a copy of the Order-in-Council appointing the Commission, together with a resumé of the discussion thereon in Parliament and an outline of the probable course of the inquiry. Later, the *Gazette* contained from month to month a report of the proceedings of the Commission in its course throughout Canada, with an itinerary of its movements from day to day. At the close of the fiscal year, the Commission had completed its survey of conditions in Canada and the United States and, after an interval spent in Ottawa for the purpose of preparing a digest of the evidence collected, was about to leave for Europe to continue its investigation there.

In September 1910, a announcement was made by the Government of Manitoba of the appointment of a Royal Commission to report on the advisability of establishing a system of technical education in that province. The personnel of the Commission and the scope of the investigation were made the subject of a reference in the October, 1910, issue of the *Labour Gazette*.

## THE COMBINES INVESTIGATION ACT, 1909.

On May 3, the Royal Assent was given to a bill passed by the Canadian Parliament entitled "An Act to Provide for the Investigation of Combines, Monop-

olies, Trusts and Mergers." The measure was introduced by the Minister of Labour in the House of Commons on January 18, received its second reading on April 12, and was considered in Committee of the Whole on April 25. The May, 1910, issue of the *Labour Gazette* contained a special article dealing at some length with the Minister's speech in explanation. The article also described the method of procedure under the Bill and the general objects of the legislation. In the March, 1910, issue of the *Labour Gazette* appeared a statement with regard to the first order granted by the Department under the Act for the investigation of an alleged combine in respect of the manufacture and sale of boot and shoe machinery.

#### PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT.

As above stated, the *Gazette* contained in each issue a detailed statement of proceedings under the Industrial Disputes Investigation Act during the month preceding the date of issue. The full text of the findings of the various Boards appointed, and of all agreements concluded as a result of the intervention of Boards, was included in these reports. In addition, the April, 1910, issue of the *Labour Gazette* contained a review of proceedings under the Act during the preceding year, and the March, 1911, issue of the *Labour Gazette*, a review of proceedings under the Act since 1907. The June issue contained the text of a further report on the Act by the eminent investigator, Dr. Victor S. Clark of Washington, D.C., who in the preceding year had conducted an exhaustive investigation into the operation of the Act, the results of which were subsequently published in the *Bulletin* of the United States Department of Labour. Certain amendments of the Act enacted during the 1910 Session of Parliament of Canada were described in the *Labour Gazette* for May.

#### LABOUR DISPUTES.

In addition to the regular monthly article dealing with trade disputes throughout the Dominion, and the matter published in connection with proceedings under the Industrial Disputes Investigation Act with regard to threatened disputes, several articles appeared in the *Gazette* dealing with differences between employers and employés resulting in a cessation of work. A reference to these is as follows:—

The most disastrous labour disturbance of the year was the strike of Grand Trunk Railway Company employés in train and yard service which occurred in July. The dispute was subsequently settled through Government intervention, and an article dealing at some length with the negotiations carried on by the Department with the parties of the dispute and with the terms of settlement appeared in the August, 1910 issue of the *Labour Gazette*.

A strike which occurred in the building trades in Regina, Sask., during May, 1910, was settled by the mediation of the Deputy Minister of Labour early in June. An account of the negotiations carried on and the terms of settlement was published in the *Gazette* for July.

The January issue of the *Gazette* contained the usual review of trade disputes in Canada during the preceding calendar year. There was an increase of eighteen of the number of strikes and lockouts in existence in Canada during 1910; the total for the year being eighty-seven. There was, however, a reduction of over 164,000 in the estimated number of working days lost. There were approximately 19,543 employés directly involved, compared with 17,880 in 1909. The principal disputes of the year were, the strike of coal miners at Springhill, N.S., strikes in building trades of Montreal, and the strike of Grand Trunk Railway employés above mentioned. The total loss in working days was 677,534.

A permanent Board of Conciliation appointed last year to adjust all matters in dispute between the Montreal shipping companies and the longshoremen of



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that port rendered its first decision during July, 1910. A reference to the points involved appeared under a special heading in the *Gazette* for August. A further decision by the Board was specially mentioned in the *Gazette* for September.

## LEGISLATION WITH RESPECT TO WORKMEN'S COMPENSATION IN CANADA.

During the past two years few subjects bearing directly on the relation of employer to employé have received a greater degree of attention in Canada than that of Workmen's Compensation. New legislation of this character involving amendments of a radical nature to the laws previously in effect went into force in Quebec, Manitoba and Nova Scotia, while in Ontario an exhaustive investigation into the subject was under way. It was regarded accordingly by the Department as an opportune time at which to review conditions in this respect throughout Canada and to indicate the stage which had been reached as compared with the comprehensive treatment of the problem elsewhere, especially in Great Britain, France, and Germany.

An article in concise form was accordingly prepared and published in the *Labour Gazette* with the object of enabling a view to be taken of the situation for the whole Dominion. The article began by pointing out the place of "Workmen's Compensation" in the general scheme of labour legislation. The outgrowth of legislation of this character in England upon the Common Law was then described, and the various stages traced in the movement for Employers' Liability legislation in Great Britain. As illustrating a somewhat different method of dealing with the problem, the "Workmen's Insurance Laws" of Germany were briefly sketched. The article then pointed out in general terms the extent to which the various provinces of the Dominion had been influenced by these precedents. Following this, a detailed compararison of the provisions of the Law in the several provinces was given under such headings as "Applicability"; "Amount of weekly payments;" "Examination of workmen;" "Limitation of liability;" "Recovery at common law;" "Contributory negligence;" "Arbitration;" "Time for taking proceedings;" "Procedure;" "Industrial Insurance," etc. The article appeared in two installments in the November and December issues of the *Labour Gazette*.

In this connection, mention may be made of the appointment of a Royal Commission on Workmen's Compensation by the Government of Manitoba during 1909, the report of which was presented to the Legislature on March 2nd, 1910, a review of the report appearing in the April issue of the *Labour Gazette*. The conclusions reached at a conference of representatives of the United States Government and of the Governments of nine states of the Union, held at Chicago for the purpose of discussing the question of compensation for industrial accidents, were published in the January, 1911 issue of the *Labour Gazette*. The purpose of the conference was to further the movement for uniformity in legislation of this character.

## SPECIAL INVESTIGATIONS BY THE DEPARTMENT INTO WORKING CONDITIONS.

During October 1910, the Department received a communication from the Edmonton Trades and Labour Council alleging improper treatment of men engaged in construction work along the line of the Grand Trunk Pacific Railway west of that city. Acting under instructions from the Minister of Labour, Mr. F. J. Plant, an officer of the Department, paid a visit to the locality during November, and conducted a careful investigation into the subject of the complaint. The report of Mr. Plant was published in full in the January issue of the *Labour Gazette*. The report contained a copy of the complaint, a statement as to the steps taken in conducting the investigation, and full particulars as to the results of the various points investigated, including alleged inadequacy of food and accommodation, alleged delay in payment of wages, alleged epidemic of typhoid fever, hospital accommodation, boarding-cars, and employment agencies. This was followed by specific recommendations.



A complaint of alleged non-payment of wages in connection with the construction of the Atlantic, Quebec and Western Railway, between Paspebiac and Gaspé, was received at the Department during August. An investigation into the subject was carried out by Mr. Victor DuBreuil, Fair Wages, Officer of the Department. The circumstances disclosed by the inquiry were brought to the attention of the Minister of Railways and Canals and a satisfactory settlement arrived at. A statement dealing with the investigation appeared in the January, 1911, issue of the *Labour Gazette*.

Several complaints of alleged infractions of fair wages clauses in government contracts were investigated by the officers of the Department and the results of the inquiries were stated in a special article appearing in the May, 1910, *Gazette*.

#### INDUSTRIAL AGREEMENTS.

The Department has published, from time to time since the year 1906, the text of the more important agreements concluded between employers and employes throughout Canada. During the past year the full text of the following agreements appeared in the *Labour Gazette*, all being in addition to these published as effected under the Industrial Disputes Investigation Act, 1907:

1. Agreement between the Building Trades Council of Lethbridge and contractors.
2. Agreement between the Michigan Central Railway Company and telegraphers.
3. Agreement between Frank, Alta., Local Miners' Union and Canadian Coal Consolidated, Limited.
4. Agreement between Hamilton Branch No. 109, Journeymen Tailors' Union and Employers.
5. Agreement in Printing trades, London, Ont.
6. Agreement between Canadian Pacific Railway Company and its employes in train and yard services.
7. Agreement between Toronto, Hamilton and Buffalo Railway Company and its employes in train and yard services.
8. Agreement between the Wabash Railway Company and its employes in train and yard services.
9. Agreement between the Michigan Central Railway Company and its employes in train and yard services.
10. Agreement between Pere Marquette Railway Company and its employes in train and yard services.
11. Agreement between the British Columbia Electric Railway Company and its employes.
12. Agreement between the Builders' Exchange of Montreal and the Local Brick Masons' Union.
13. Agreement in the Printing Trades at Victoria, B.C.
14. Agreement between the United Mine Workers' Union, District 18, and the Western Coal Operators' Association, affecting Hosmer mine, Alta.

#### SPECIAL REPORTS OF IMPORTANT MEETINGS OF TRADES AND LABOUR CONGRESSES, MANUFACTURERS, ASSOCIATIONS AND OTHER PUBLIC BODIES.

Special reports were published in the *Labour Gazette* of the following meetings: the eighth annual convention of Labour Education Association of Ontario; the twenty-sixth annual convention of the Trades and Labour Congress of Canada; the second annual convention of the Canadian Federation of Labour; the thirty-second meeting of the Grand Council, Provincial Workmen's Association of Nova Scotia; and the thirty-ninth annual convention of the Canadian Manufacturers'

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Association. In addition, an interview of delegates representing the Trades and Labour Congress of Canada with the Dominion Government was reported under a special heading. The First Dominion Public Health Conference was made the subject of a special article.

## LABOUR ORGANIZATIONS IN CANADA DURING 1910.

The March issue of the *Labour Gazette* contained the Department's annual statistical review showing the number of labour organizations formed or dissolved in Canada during the preceding calendar. The work is based on information collected through the daily press, journals of labour organizations, secretaries of trade unions, correspondents of the *Labour Gazette*, and others. According to information received by the Department up to the end of February, 1911, the total number of labour organizations formed in Canada during 1910 was 171, compared with 162 in the preceding year, and of organizations dissolved 165, compared with 90 during the preceding year. The subjoined table taken from the article, shows by industries and groups of trades the number of labour organizations formed and dissolved in Canada during the past seven years:

TABLE SHOWING BY INDUSTRIES AND GROUPS OF TRADES, THE NUMBER OF LABOUR ORGANIZATIONS FORMED AND DISSOLVED IN CANADA DURING 1904, 1905, 1906, 1907, 1908, 1909 AND 1910.

Industries or Groups of Trades	1904		1905		1906		1907		1908		1909		1910	
	Unions formed	Unions dissolved	Unions formed	Unions dissolved	Unions formed	Unions dissolved	Unions formed	Unions dissolved	Unions formed	Unions dissolved	Unions formed	Unions dissolved	Unions formed	Unions dissolved
Agriculture.....		1												
Fishing.....			5	12		1	1			2				
Lumbering.....						1			1			1		
Mining.....	14	4	3	1	7	5	19	2	13	10	25	19	11	26
Building.....	35	25	22	13	44	18	41	6	30	27	29	24	32	29
Metal.....	25	12	11	13	18	14	43	13	22	10	24	15	40	20
Woodworking.....	1	13	54	8	2	2	2	1	1	2	1	1		2
Printing.....	9	1	12	2	5	3	9	3	13	1	14	1	3	1
Clothing.....	20	3	7	4	7	6	8	4	7	8	5	2	4	11
Leather.....	1		2	2	3		1	1		1	1	2		4
Textile.....					11		11	3	1	1	2	2		2
Food and tobacco preparation.....	2	11	7	4	1	1	6		8	5	3	1	11	7
Hotel and restaurant employees <sup>1</sup> .....							8		7	5	3		8	16
Railway employees.....							51	20	61	16	28	11	34	27
Street railway employees <sup>2</sup> .....							2	1	2		1	1		1
General transport.....	21	18	18	50	19	18	5		4	1	1	2	6	9
Navigation.....											4	3	7	3
Civic employees.....											1		1	
Miscellaneous.....	14	14	6	11	13	13	17	3	20	4	9	3	12	5
General labour.....	5	7	4	2	4	2	5		2		5		1	1
Trades and labour councils.....	5		2	1	8	2	3		5		3	2	1	1
	148	104	103	105	154	85	232	58	196	90	162	90	171	165

<sup>1</sup>Included under "Food and Tobacco Preparation" in 1904, 1905 and 1906.

<sup>2</sup>Included under "General Transport" in 1904, 1905 and 1906.

The article also contained an analysis of the movement according to months and provinces, together with a list showing the number of charters issued and withdrawn by certain central organizations during the year.

#### BUILDING OPERATIONS IN CANADA, 1909.

The Department's investigation into the nature and extent of building operations throughout Canada during the calendar year 1909 showed that there had been a considerable increase in activity as compared with the preceding year. Returns were received from eighty-two localities, the record being complete for all localities having a population of 8,000 or upward. The total value of buildings erected in these localities was \$85,133,077. To this total, Toronto, Ont., contributed \$18,139,247, being as in 1908, 1907 and 1906, the locality in which building was most active during the year. The City of Winnipeg, Man., with \$9,226,325, stood second; the City of Montreal, with \$7,783,621, stood third; the City of Vancouver, B.C., with \$7,258,565, stood fourth; and the City of Ottawa, Ont., with \$4,527,590, stood fifth.

Comparative returns relating to the value of buildings in 1909 and 1908, were obtained in the case of sixty-four localities. These included all the larger centres. In these localities the total value of buildings erected in 1908 was \$51,929,763, and in 1909, \$76,979,007. The increase of building in these localities in 1909 was, therefore, \$25,049,234, or approximately fifty per cent., as compared with 1908. The year 1908, it will be remembered, showed a decrease in the extent of building in forty-four localities, of \$5,853,554, as compared with the year 1907, while 1907 in turn showed a decrease in the principal cities compared with 1906, of \$2,309,381.50.

#### OTHER SPECIAL ARTICLES.

The following is an enumeration of the subjects in addition to those above mentioned, which were dealt with in special articles in the *Labour Gazette* in the past fiscal year.

1. Acquittal of the Wholesale Grocers' Guild of a charge of conspiracy in restraint of trade. The article included the text of the indictment and of the findings of the judgment.

2. Two articles appeared dealing with orders in council passed by the Dominion Government with regard to the qualifications required of immigrants on entering Canada. The text of an order-in-council dealing with false representations to intending immigrants to Canada was reprinted.

3. Fair Wages' resolution adopted by the City of Montreal, Que.

4. Organization of a Civic Federation completed at London, Ont.

5. Provincial officers for the protection of labour in Canada. A list of the various inspectors of factories, mines, steam boilers, &c., appointed under provincial legislation.

6. European conferences on social reform. Two brief articles descriptive of the mission of the Minister of Labour to certain European conferences on social reform held in the summer of 1910, and of the proceedings at the same.

7. Profit sharing and land investment arrangement of the Wattsburg Lumber Company, British Columbia.

8. Assisted immigration plan at Winnipeg, Man. A brief description of an arrangement inaugurated by the Winnipeg Development and Industrial Bureau.

9. Certain orders of the Board of Railway Commissioners of Canada for the protection of employes.

10. Industrial and labour conditions in Canada during 1910. The usual annual review prepared in the Department for the January, 1911, issue of the *Labour Gazette*, of the more important conditions affecting labour in Canada during the previous calendar year.



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11. The regulation of foundries in the Province of Quebec. A reference to a recent order-in-council having an important bearing on sanitary conditions in foundries.

## PARLIAMENTARY PROCEEDINGS.

As above stated, a standing article appeared in each issue of the *Labour Gazette*, during the Session of the Dominion Parliament, in which a reference was made to the more important proceedings of Parliament in connection with matters of interest to labour. In addition, articles were published under a separate heading on the following subjects: The report of the Special Committee of the House of Commons on Bill No. 21, respecting hours of labour on public works; the proposed amendment to the Act relating to trade unions; the Act to prohibit the importation and use of opium and other drugs; and the Act to prohibit the manufacture and importation of matches made with white phosphorous.

## REVIEWS OF CURRENT PUBLICATIONS.

A considerable number of publications received at the Department were reviewed in the *Labour Gazette*, as being of particular interest to industry and labour. Several of these reviews were published under special headings; the great majority of them, however, appeared, as in previous years, under the heading of "Reports of Departments and Bureaus" in each issue of the *Gazette*. Among the publications which were specially reviewed, mention may be made of the following:

1. The Special Report issued by the Department on Wholesale Prices in Canada, from 1890-1909 inclusive, was made the subject of a special review appearing in the July, 1910, issue of the *Gazette* in which the main findings of the report were summarized and several of the more important diagrams reproduced. Previously to these, certain sections of the Report had been dealt with in the *Labour Gazette*, as for example, the section devoted to prices of dairy produce and fish in the April issue, and prices of hides, leathers, boots and shoes in the May issue.

2. On the subject of cost of living an important report was that of the special commission appointed by the Legislature of Massachusetts; this was dealt with in the September issue of the *Labour Gazette*.

3. A report by the Department of Mines of Canada on accidents in Canadian mines.

4. The annual report of the Department of Labour.

5. The first annual report of the Dominion Coal Company's Employés' Benefit Society.

6. Report by the special committee appointed at Winnipeg, Man., on conditions of employment in Western Canada.

7. Report on the explosives industry in Canada by Captain A. Desborough, H. M. Inspector of Explosives, were also specially reviewed.

Under the heading of "Reports of Department and Bureaus," official reports and bluebooks were reviewed as follows:

<i>Governments issuing reports:</i>	<i>Number of Reports.</i>
Canada.....	16
Nova Scotia.....	3
Quebec.....	2
Ontario.....	11
Saskatchewan.....	1
British Columbia.....	1
Great Britain.....	19
United States.....	16
Australia.....	4
New Zealand.....	2

Other official reports to the number of 171 were briefly mentioned in the *Labour Gazette*.

## LEGAL DECISIONS AFFECTING LABOUR.

The *Labour Gazette* during the past year contained reports of 170 legal decisions affecting labour, continuing up to the present the record begun with the establishment of the Department in 1900. In each case a statement was given of the points at issue and the nature and effect of the decision. The court in which the case was tried, the time and place of trial, the name of the presiding judge, the names of the plaintiff and defendant were added. Though a great majority of the cases were those of courts in the Dominion of Canada, a few decisions of British and United States Courts were cited, where the principles involved were of general interest.

Among important decisions of the courts during the past year dealt with in the *Gazette* reference may be made to the following: By a decision of the Supreme Court of Nova Scotia, the Order-in-Council of the Dominion Government, September, 1908, requiring every immigrant to have in his possession the sum of twenty-five dollars unless satisfactory evidence is offered that the immigrant is going to some definite employment, does not limit this employment to farm work. The same Court gave a decision in April, prohibiting sixty members of the United Mine Workers' Union of America from besetting and watching the property of the Dominion Coal Company. In Quebec, some interesting decisions with regard to Sunday Observance and Alien Labour were rendered. Under the Ontario Law, an action brought by the Crown against the Municipality of Sault Ste. Marie, to recover costs incurred by calling out troops to quell a riot during a strike, was successful. In an Alien Labour case at Hamilton, Ont., a fine of \$600 was imposed. United States cases cited during the past year dealt with the conviction of labour unions for conspiracy; the operation of the Anti-Sherman Trust Law; the legality of the Boycott; the legality of the strike against the 'open shop'; and the fining of two hundred striking hat makers of Danbury by the sum of \$222. Reference was also made to the results in Great Britain of what is known as the Osborne case in which a number of injunctions were issued to prevent trade unions from using any of their funds for political purposes. In addition, various important decisions interpretive of the Factories' Acts, Workmen's Compensation Acts, Mechanics' Liens Acts, Masters and Servants Acts, Wages' Acts, &c., &c., of the various provinces were cited.

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## II.—WHOLESALE PRICES. SPECIAL REPORT BY THE DEPARTMENT ON THE COURSE OF PRICES DURING 1910.—DISTRIBUTION OF THE SPECIAL REPORT ON WHOLESALE PRICES, 1890-1909.

As described in some detail in the last annual report, an important feature of the work of the Department during the fiscal year 1909-1910 was an exhaustive investigation made into the course of wholesale prices in Canada during the preceding twenty years, namely from 1890 to 1909 inclusive. The immediate purpose of the investigation was to throw light on the rapid and almost continuous advance in prices of the past few years, in view of the widespread discussion of the enhanced cost of living which took place in Canada during the closing months of 1909. Inasmuch as the work of preparing the report issued by the Department in this connection fell entirely within the fiscal year 1909-1910, the volume being sent to the printer in March, 1910, a notice of the scope and character of the report with a review of its findings was published, as above stated, in the last annual report of the Department.<sup>1</sup>

It was pointed out in this report that it was the intention of the Department to continue the record and analysis of wholesale prices therein into the future, and to issue the results from time to time. The intention has been carried out during the past year and a detailed report on the course of wholesale prices during the calendar year 1910, being in the way of a continuance of the special report above referred to, was placed in the hands of the printer in the final days of the fiscal year. It will be of interest to point out here, in brief, certain of the features and conclusions of this first periodical review.

## REPORT ON WHOLESALE PRICES DURING 1910.

The general character of the report on wholesale prices for 1910 was, as already explained, much the same as that of the report covering the twenty year period. A few commodities for which the Department was unable to obtain information within the limit of time available for the earlier report were added, bringing the number of articles covered by the Department's index number as at present to 235. Certain other articles ultimately to be included in the index number, but for which historical data have not yet been secured, were quoted for 1910. Altogether the report gave monthly prices statistics throughout 1910 for 255 articles. The grouping and arrangement of these was the same as heretofore.

The movement of wholesale prices as a whole in Canada during 1910, is shown graphically in the chart which appears on the following page, in which the line indicates the course from month to month of the average prices of the 235 articles included in the Department's index number.

It will be seen that during January, February, and March, prices were strongly upward. There was a recession in April and May, but this was followed by an advancing movement during the summer months, a movement which became rapid in September. Prices reached the highest point for the year in October. From this point there was a decline to November, and a further fall to December 1.

With regard to the general effect of the prices movement during 1910, relatively to preceding years, it will be remembered that in 1909 prices were during the first half downward, in continuance of the recession first set in motion by the financial stringency of the autumn of 1907. This recession was followed by a somewhat rapid recovery during the closing months of 1909. The net result was that average prices in 1909 stood slightly higher than in 1908, the index number

<sup>1</sup> See pages 102-130.



being 121.2 in 1909, as compared with 120.8 in 1908. During 1910, this upward movement of prices as a whole was considerably more pronounced than in 1909, the index number for 1910 being 125.1, a gain of about four points.

#### SIGNIFICANCE OF ADVANCE.

\* The significance of this advance relative to the general prices movement in the preceding years back to 1890 will be seen by a glance at the chart on the opposite page in which the line indicates the course followed by the articles included in the investigation from 1890 to 1910 inclusive. It will be seen that as a result of the movement of the past year prices have recovered the greater portion of the decline which followed the panic of 1907 and that they are now, but little below the exceptionally high point reached in 1907, which was, in turn, approximately thirty-seven per cent. above the prices of ten years previously.

Examining the index numbers shown for 1909 and 1910, it is shown by the report that the advances of the past year occurred chiefly under the headings of animals and meats, dairy produce, fish, textiles, lumber, paints and oils, and furs, a decrease being shown under the headings of grains and fodder. The other groups were fairly stationary, though with an upward tendency. A full analysis of the variations by groups and single articles is given in the report.

The report contains further analyses of the movement of prices in 1910 from other and interesting points of view. For example, it is shown that, comparing the average prices of 1910 and the prices of 1909, approximately fifty per cent. of the articles advanced and thirty-four per cent. declined, while the rest remained unchanged. Comparing 1910 prices with those of 1907, about ten per cent. of the articles show no change, while the number of advances and recessions is very nearly the same. When the basis of comparison is with the low year, 1897, there are very nearly five times as many increases as decreases. Comparing average prices in 1910 with those of the closing decade of the last century, the proportion of increases to decreases is roughly as four to one; when the comparison is with 1890 the proportion of increases to decreases is only two to one.

The statistical material of the report is arranged in two parts. Part I contains the tables of actual monthly prices for the several articles during 1910, while Part II sets forth the tables of index numbers for the various articles by years back to 1890. A summary at some length of Part I is given in an introduction in which the various fluctuations which occurred in the several groups, more important articles are illustrated by means of charts. An appendix contains the new historical data supplementary to that of the preliminary report which have been collected.

An interesting feature of the report is in the way of an analysis of the variations shown during 1910 by different groups of articles in addition to those in which the articles were in the first instance arranged. For example, it is shown that the index number for thirty-one crude farm products fell from 137.3 in 1909 to 131.6 in 1910. Manufactured farm products, twenty-nine in number, on the other hand rose from 96.2 to 100.9. Combining all the food stuffs included in the investigation, numbering eighty-one, the index number rose from 126.7 in 1909 to 128.6 in 1910. Ten products of the mine rose from 106.5 to 109.7.

#### RELATIVE MOVEMENT OF RAW MATERIALS AND MANUFACTURED ARTICLES.

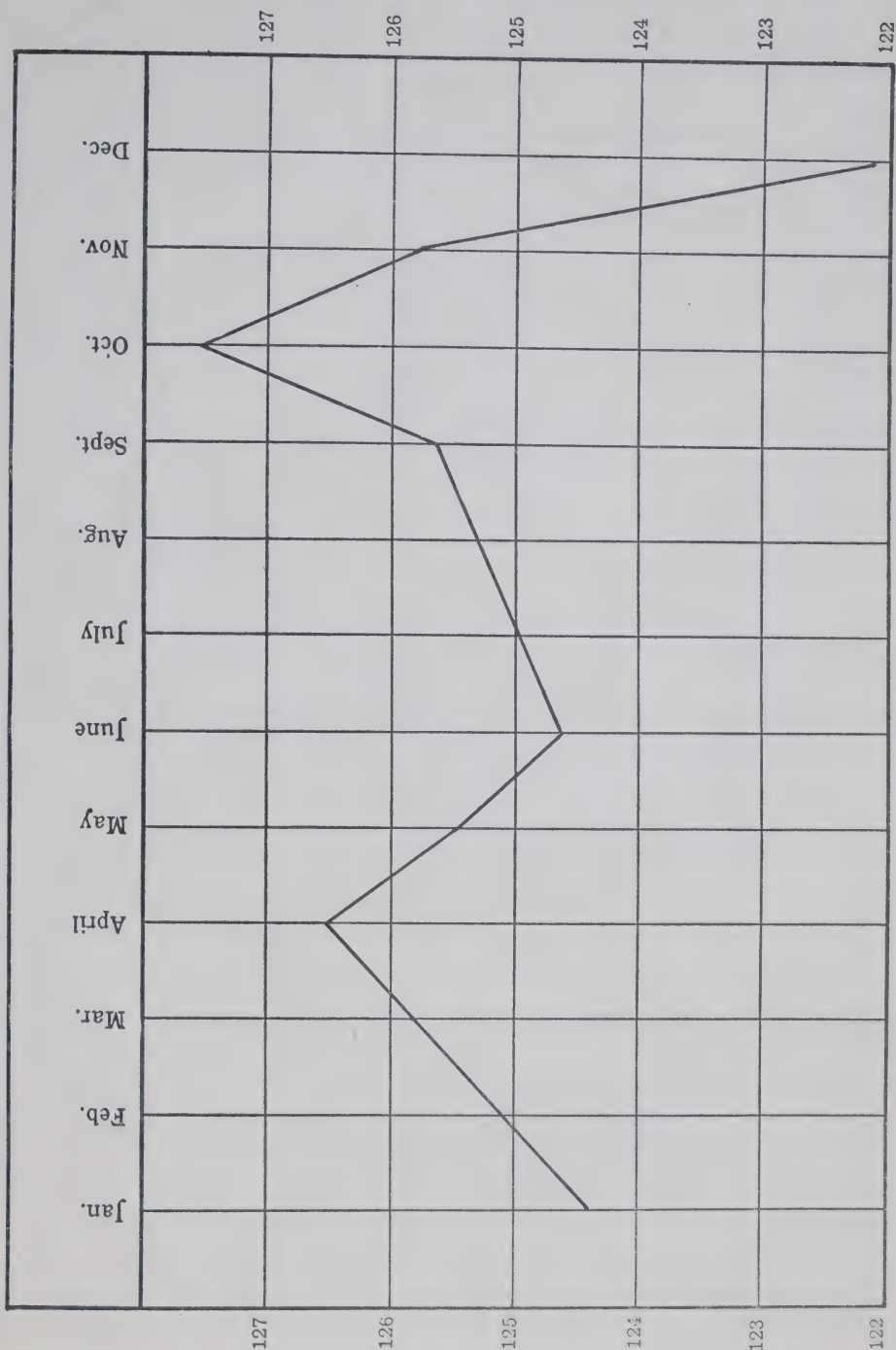
An extended investigation into the relative movement of raw materials and manufactured articles is also illustrated. Some seventy-one raw materials and 146 manufactured articles have been arranged in a table to show as conveniently as possible the general tendency of prices as between the two classes of commodities. Thus in food stuffs, the first two items under the heading of raw materials are wheat, western and Ontario, the two being reduced to an average. Imme-

# REPORT OF THE DEPUTY MINISTER OF LABOUR

(Number of Commodities 235.)

CHART SHOWING THE COURSE OF WHOLESALE PRICES, CANADA, BY MONTHS, 1910.

(Average Prices 1890-99=100)

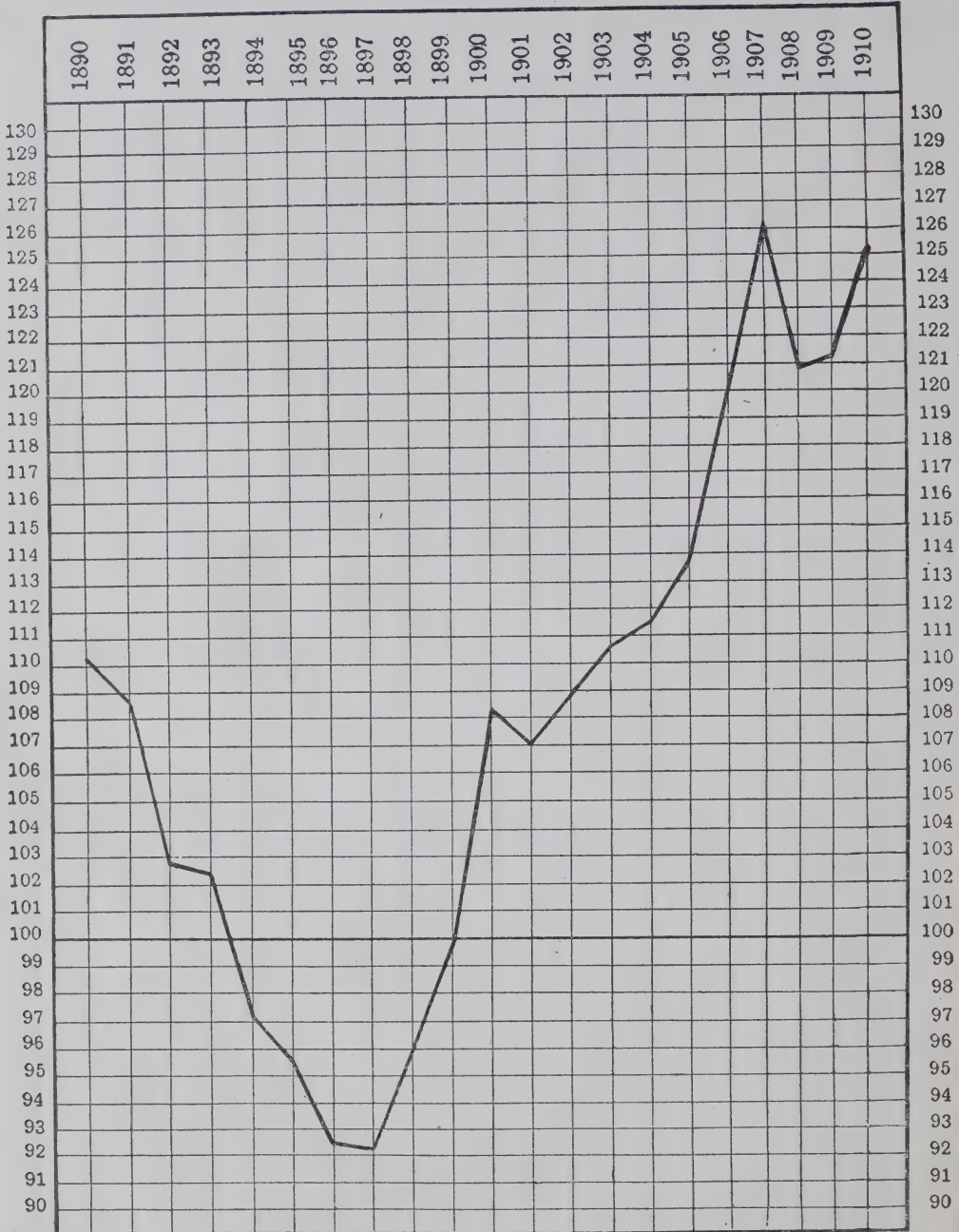


# DEPARTMENT OF LABOUR

CHART SHOWING THE COURSE OF WHOLESALE PRICES IN CANADA DURING THE  
 TWENTY-ONE YEARS 1890-1910.

(Number of Commodities 235.)

(Average Price, 1890-1899 100.)





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diately opposite in the table, under the heading of manufactured articles, the various products of wheat covered in the investigation, namely bran, shorts, flour (4 products), and soda biscuits are enumerated and reduced to an average. The index numbers for the five most interesting years in the period covered by the Department are given, namely, the year 1890, as the earliest covered by the investigation, the year 1897, during which prices were at their lowest levels since 1890, the year 1907, in which prices had risen to their highest since 1890, and 1909 and 1910, comparative figures which illustrate current or recent tendencies. The conclusion arrived at is as follows:

“Summing up these averages, it is the general tendency of raw materials to fluctuate more widely than manufactured articles. In 1890, raw materials were 13.6 points above the average for the base period, 1890-99, while manufactured articles were only 9.6 points above that average. In the recession which followed until 1897, raw materials fell 23.2 points, while manufactured articles fell only 16.4 points. Again in the very remarkable advance which took place between 1897 and 1907 raw materials showed a gain of 54.5 points, while manufactured articles advanced only 26.4 points. Between 1909 and 1910, there was a gain of 4.8 points in raw materials and 2.3 points in manufactured articles. The statistics for 1910 show prices of raw materials at 42.6 per cent. above those of the base decade, and the prices of manufactured articles at 17.1 per cent. above those of the base decade. In arriving at these conclusions, sawn lumber has been regarded as raw material. Inasmuch as the advance in lumber has been very rapid during the past twelve years, some change in the final result would be caused by transferring lumber to the list of manufactured articles.”

The report quotes comparative statistics by the United States Bureau of Labour and Commerce and by Mr. Augustus Sauerbeck of London, Eng., as illustrating the movement of wholesale prices during 1910 in the United States and Great Britain, the two countries with which the commercial interests of the Dominion are most closely associated. The following chart illustrates the findings of the report in this connection.

The report extends to 136 pages and will be issued by the Department early during the fiscal year 1910-11.

## DISTRIBUTION AND RECEPTION OF REPORT ON WHOLESALE PRICES, 1890-1910.

The Department's special report on wholesale prices for the twenty years, 1890-1909, was issued during the summer of 1910 and obtained a very cordial reception, not only at the hands of the general public and press, but in the leading economic reviews of the world.

Inasmuch as the report has been generally regarded as a contribution of permanent value to the statistics of the subject of which it treats, and as it constitutes, moreover, the first special report to be issued by the Department setting forth the results of an economic investigation, it will be of interest to give some details as to its distribution and the nature of its reception by the public and in the press.

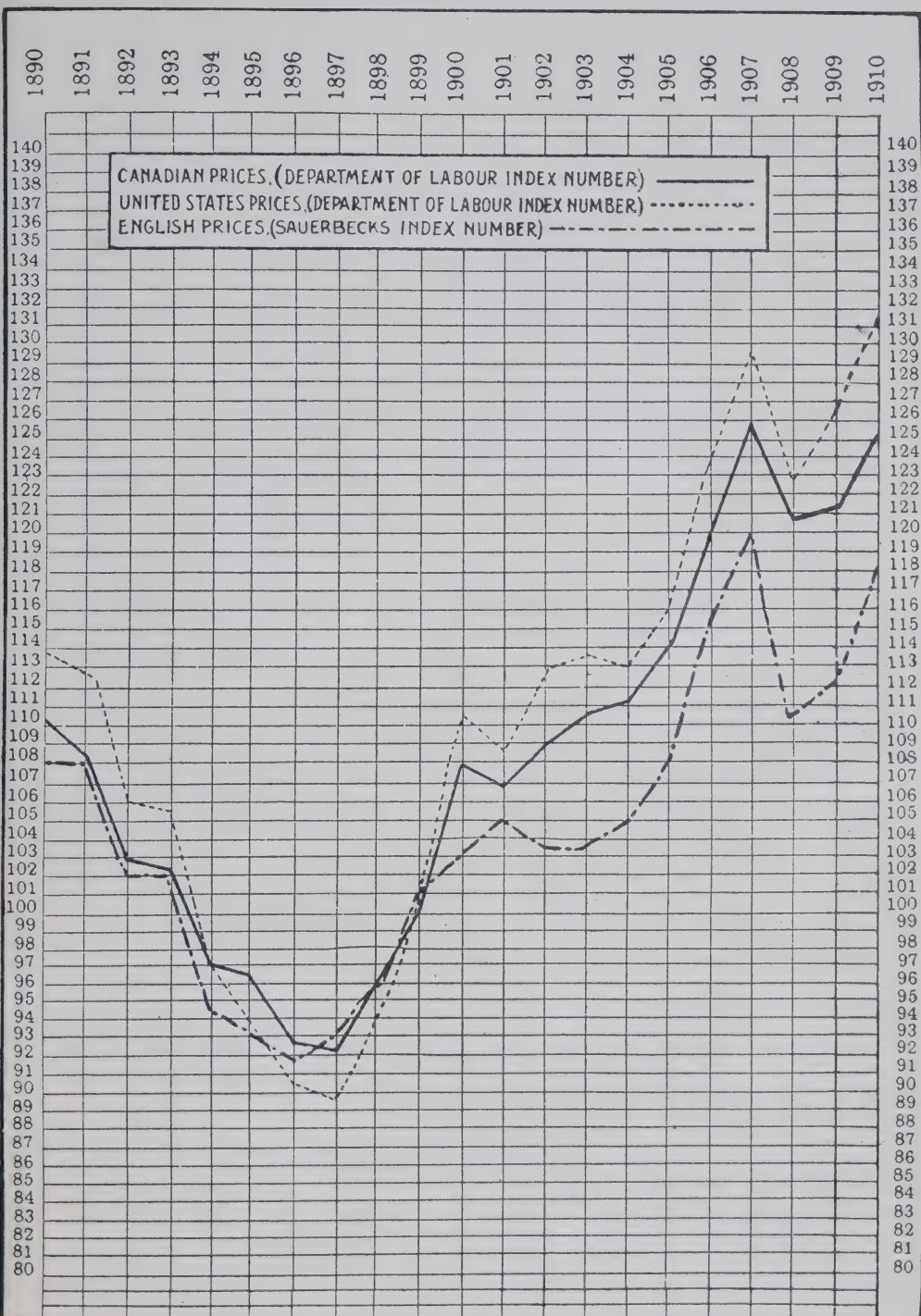
The report, as issued, made up a volume of 590 pages, and contained 260 statistical tables and about 250 charts and diagrams. An issue of 7,000 copies was struck off, 1,000 being bound in cloth and the rest in paper covers. These became available for distribution in the month of July, 1910.

Inasmuch as the report was not a blue book in the ordinary sense of the term, but was specially issued by the Department, its distribution was carried out by the Department itself. The following statement shows the nature and extent of the first distribution of the copies bound and unbound:



# REPORT OF THE DEPUTY MINISTER OF LABOUR

WHOLESALE PRICES, 1910





## (A) FOR BOUND VOLUMES.

1. Members of House of Commons.....	221
2. Senators.....	87
3. Lieutenant Governors.....	9
4. Members of Provincial Governments.....	60
5. Deputy Ministers (Federal).....	15
6. Canadian Libraries.....	90
7. Canadian Commercial Agents.....	25

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## (B) UNBOUND COPIES.

1. Canadian Newspapers.....	1,075
2. Canadian Trade Journals.....	60
3. Foreign Newspapers, Journals, and Magazines.....	125
4. Foreign Libraries, Labour Bureaus, &c.....	225
5. Boards of Trade.....	276
6. Labour Organizations.....	1,664
7. Members of Provincial Legislatures.....	412
8. Manufacturers, Editors, &c., who assisted in gathering statistics, &c.	100
9. Correspondents of the <i>Labour Gazette</i> .....	49
10. Miscellaneous Free List.....	150
Total.....	4,136
	4,643

The above distribution left the Department with a stock of approximately 2,000 unbound and 500 bound volumes on hand.

At once upon its appearance the report was welcomed by the public and press of the Dominion as the first statement of a comprehensive and scientific kind to be issued in Canada on the important topic of the recent advance in prices and the prevailing high cost of living. Previously to the appearance of the report, the only information of a like nature in Canada was based on price statistics of Great Britain and the United States and other foreign countries. These, while indicative to a degree of general conditions in Canada, were felt to be insufficient and unsatisfactory in view of the growing importance of the Dominion from an industrial and commercial standpoint. The report rendered available for the first time the results following the application of the most approved statistical methods to this field of investigation in Canada, both as to the general extent of the upward movement of cost of living and the relative degree of the advance in prices in the different divisions of trade. By nearly every section of the community accordingly, the report was regarded as particularly opportune and as meeting a very pressing demand.

## PRESS COMMENTS ON REPORT.

Within a few weeks of its appearance, reproductions of the main findings of the report, with a description of its general character, had appeared in nearly all the leading newspapers in the Dominion, the Department's attention having been drawn to over seventy more or less extended notices of this character. In addition, several of the larger city daily newspapers, both Canadian and foreign, not only published articles or series of articles containing reviews and analyses of the statistics presented in the report, but made independent use of the statistics in connection with current discussions on economic subjects. Among the reviews of this kind may be mentioned those of the *Toronto Globe*, the *Toronto Mail and Empire*, the *Toronto Star*, the *Montreal Herald*, the *Montreal Gazette*, *La Patrie* of Montreal, the *Manitoba Free Press* of Winnipeg, the *Boston Transcript*, the *Springfield Republican*, the *Journal of Commerce*, New York, the *Chicago Tribune*, the *Standard* of London, Eng., the *Times* of London, Eng., &c. The weekly commercial and financial reviews of Canada, Great Britain and the United States, also gave the report in most cases extended notice.

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Up to the close of the fiscal year over 700 further copies of the report had been mailed to individuals who had written to the Department making request for the same. The list was made up of manufacturers, merchants, heads of institutions, public officials, students of economics, members of the professions, and others. From a large number of these the Department subsequently received comments of a highly favourable nature. Altogether upwards of 200 communications from individuals have been received at the Department expressing approval of the report and of the nature of the investigation which it represents.

Since the report, as above stated, represented a contribution of permanent value to the statistics of prices generally, and involved in its method of treatment the application of some of the most intricate and debated methods of statistical science, the reception accorded the report by the leading statistical associations was of special interest and value, and, in view of its favourable nature, especially gratifying to the Department. Perhaps the most widely known authorities of the world of this kind are the Royal Statistical Society of Great Britain and the American Statistical Association of the United States. In the journals of both these Societies reviews of the report were published. These reviews, and the articles which appeared in the *American Economic Review* published at Boston, Mass., and the *Journal of Political Economy* published at Chicago, are reprinted below.

## REVIEW BY JOURNAL OF THE ROYAL STATISTICAL SOCIETY.

*Wholesale Prices in Canada, 1890-1909. Special Report by R. H. Coats, B.A., Department of Labour. 509 pp., cr. 8vo., Ottawa, 1910.*

In this report the results of a careful investigation into the fluctuations of prices in Canada during the past twenty years are set forth in detail, and illustrated by 113 charts showing the results for the several articles which contribute to the final aggregate. Prices of 230 commodities are recorded, and the price movements of eighteen sub-groups, as well as of the aggregate of all the commodities, are set out in the tables. Comparisons with the index number of the United States Department of Labour and with that of Mr. Sauerbeck show that the Canadian price movement has been very similar to that of the United States, though apparently slightly less in range of fluctuation. The movement of the Canadian index number from 1890-1899 was almost identical with that of the Sauerbeck index, but the subsequent rise is more accentuated in the Canadian than in the British number. The figure for 1909 is about thirty-two per cent. above that of 1897, the lowest point of the period covered. The rise shown by the Sauerbeck index is about twenty per cent., that shown by the United States official compilation forty per cent.

The method adopted is that of a simple arithmetic average, and the results of weighting the individual articles have also been calculated, and show a movement differing very little from that shown by the unweighted means, though the upward and downward movements are somewhat magnified in the weighted means.

The procedure adopted and the sources of the quotations are very carefully set forth in a fashion similar to that adopted in the annual reports of the Washington bureau. An appendix to the report proper contains a summary of information in regard to the principal index numbers compiled in other countries, and a discussion of the principles which should govern the compilation of such numbers. This memorandum is carefully written, and shows that the writer of the report has approached his task armed with the knowledge necessary for bringing it to a satisfactory issue. The brief discussion of causes and effects of price fluctuations is also marked by moderation and freedom from narrow prejudices; in fact the work has been quite clearly carried out in a scientific spirit, and reflects much credit on the compiler of the report and on the Canadian Department of Labour.

\* Vol. LXXIV, Part I, Dec. 1910, p. 84.

A few tables comparing wages in 1899 and 1909 in certain occupations in Canada are, it would appear, an earnest of a more extensive study of wage movements to be made in due course.

REVIEW BY AMERICAN STATISTICAL ASSOCIATION.<sup>1</sup>

*Special Report by R. H. Coats, B.A., Associate Editor of the Labour Gazette. Government Printing Bureau, Ottawa, 1910. pp. XIII, 509.*

For some years past the Canadian *Labour Gazette* has published brief monthly notices of significant changes in retail and wholesale prices. Growing popular interest in the economic problems connected with the recent rise of prices led to the decision of the Department of Labour to take up the compilation of price statistics in a more systematic and comprehensive way. Since February, 1910, the *Labour Gazette* has contained monthly quotations of over thirty items entering into the cost of living, including the retail prices of important commodities of household consumption, together with rentals. Such items are obtained from forty-eight localities. The present volume is the initial installment of a compilation of wholesale prices, which it is planned to continue at regular intervals. As the investigation of wholesale prices was carried backward to 1890, the present publication may be regarded as establishing a foundation for the future continuations, and as such is comparable to the first installment of the series of wholesale prices published by the United States Bureau of Labor.<sup>2</sup>

The Canadian report contains the wholesale prices of 230 commodities, which is less by only twenty-eight than the number at present gathered by the American Bureau (as the United States Bureau of Labor may for convenience's sake be called). It is announced, moreover, that an increase in the number of price series may be expected in future reports. For the most part these prices are for the first market day of each month, but thirty-one series are given only in the form of annual averages. Most of these thirty-one series are for manufactured commodities for which changes in price are apt to happen infrequently. In the few cases in which monthly prices would have been desirable, but were found impossible, we are assured that the yearly averages are "based in each case upon expert opinion." In twenty-three cases it was not found possible to begin the series of quotations with 1890, and there are a few other gaps and irregularities, including those resulting from the inclusion of quotations on several varieties of fresh fruit, which are limited very properly, to the months in which such fruits are in season. On the whole, the data of the report do not compare quite favourably in respect to homogeneity and consistency with the foundation tables of the American bureau,—the only other price tables fairly comparable with the Canadian tables. Even this comparison is not entirely fair to the Canadian report, for the American tables cover a period shorter by seven years.

It is to be hoped that in the continuations of the Canadian tables the practice of the American Bureau in giving weekly quotations of such variable prices as those of butter, eggs, grain, live stock, and meats, will be followed. The price on the first market day of each month may often be an insufficient guide to the student interested in particular price variations, and may easily lead to misleading annual average prices for particular commodities, although it is not to be expected that such discrepancies will appreciably affect the measure of the general movement of price variations. The quotations on raw cotton, raw silk and raw rubber and silver are New York prices, and the quotations on furnace coke are from Connellsville. With these exceptions, the prices quoted are from important Canadian wholesale markets, most frequently Montreal or Toronto.

The sources used were those customarily drawn upon in such investigations: trade journals, newspapers, printed reports of local exchanges and boards of trade

<sup>1</sup>Quarterly Publications of the American Statistical Association, Vol. XII, Dec., 1910, p. 379.

<sup>2</sup>Bulletin of the United States Department of Labor, No. 39, March 1902.



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and the books of manufacturers and wholesalers. One notes with satisfaction that quotations drawn from printed sources were verified so far as possible by "reference to long-established and favourably known business firms dealing in the articles in question." Especial care was used to verify newspaper quotations in this way. In respect to the fullness of detail with which these sources of information are specified and described, the Canadian report set a new standard (and a very high one) for reports of this kind.

TABLE I.

DISTRIBUTION OF SERIES OF QUOTATIONS IN SPECIFIED GROUPS:  
REPORT ON WHOLESALE PRICES IN CANADA.

GROUP.	Number of Com- modities.	GROUP.	Number of Com- modities.
1. Grains and fodder.....	13	8. Metals and implements.....	27
2. Animals and meats.....	15	9. Fuel and lighting.....	10
3. Fish.....	9	10. Building material,—	
4. Dairy produce.....	5	(a.) Lumber.....	11
5. Other Foods.....	57	(b.) Miscellaneous building materials	14
6. Textiles,—		(c.) Paints, oils and glass.....	14
(a) Woolens.....	5	11. House furnishings.....	16
(b) Cottons.....	4	12. Drugs and chemicals.....	15
(c) Silks.....	3	13. Miscellaneous,—	
(d) Linens.....	3	(a.) Furs.....	4
(e) Jutes.....	2	(b.) Liquors and tobacco.....	4
(f) Miscellaneous.....	2	(c.) Sundry.....	6
7. Hides, leather, boots and shoes.....	11		

Possibly the most important criterion of the quality of such an investigation is the selection and distribution of the commodities listed. While relatively less significant in so inclusive a report as this one than in one quoting fewer commodities, it nevertheless remains a matter of prime importance. Table I shows the classification of commodities adopted for purposes of tabulation and averaging, and the number of commodities in each group. In Table II, I have redistributed the list of commodities

TABLE II.

COMPARISON OF DISTRIBUTION IN SPECIFIED GROUPS: UNITED STATES BUREAU OF LABOUR  
AND CANADIAN QUOTATIONS OF WHOLESALE PRICES.

U. S. BUREAU OF LABOUR CLASSIFICATION	Number of Quotations in each Group		Commodities in Canadian List not in U. S. List.
	U. S.	Canadian	
Farm products.....	16	23	6
Food, etc.....	53	60	22
Cloth and clothing.....	61	25	12
Fuel and lighting.....	13	9	1
Metal and implements.....	37	30	12
Lumber and building materials.....	21	37	17
Drugs and chemicals.....	9	16	7
House furnishing goods.....	14	16	8
Miscellaneous.....	12	14	7
Totals.....	236	230	92

figuring in the Canadian report into the familiar groups of the United States Bureau of Labour tables (without striving for absolute precision in the disposition made of every entry). The American list introduced for purposes of comparison includes only the 236 commodities for which the quotations throughout the period since

1890 have been for "practically the same description of article."<sup>3</sup> That the two lists differ in important particulars is at once apparent. The most noticeable difference is in the group of textiles,—“cloth and clothing,”—which includes only eleven per cent. of the Canadian list as against twenty-six per cent. of the American list. But the two lists of commodities are even more dissimilar than is indicated by the differences in the relative importance given to the various groups. As indicated by the figures in the third column of Table II, ninety-two of the commodities in the Canadian list, or forty per cent. of that entire list, are not included in the American list. After making due allowance for the fact that some of the Canadian groups contain more commodities than the corresponding American groups, it will easily be seen that this further lack of coincidence is relatively most apparent in the groups of cloth and clothing, house furnishing goods, miscellaneous goods, and metals and implements, in the order named. But the differences between the two lists are still greater than has even yet been indicated, for in the foregoing comparison no account is taken of the fact that in several instances separate quotations are given in the Canadian list for different grades or brands of a commodity to which but one series is allotted in the American list, or of the fact that one series of quotations in the Canadian list is in several cases represented by several series in the American list. The Canadian list, for example, gives three series for hides and one series for bacon, as against one for the former and for the latter in the American list. The third column of Table II simply shows the number of individual series of price quotations in the Canadian list which are not represented in the American list by one or more series of quotations of similar commodities, and should be taken as an index rather than a measure, of the lack of coincidence between the two lists.

That “beggars cannot be choosers” has more than once stood as an apology for the shortcomings of compilations of price statistics, and it would seem easily possible that limitation of sources has been a more serious factor in determining the make-up of the Canadian list than that of the American. But this should not be taken as indicating that the Canadian list is necessarily the inferior one. Moreover I am inclined to doubt that paucity of materials has been the controlling reason for the variations of the Canadian list from the pattern set by the American list. Further reasons, which seem to be fairly sufficient in themselves, are to be found in (1) differences between the dominant features of industry and trade in Canada and in the United States, coupled with (2) adherence to somewhat different purposes in the compilation of the two lists. In the Canadian report we find, for example, a relatively larger list of farm products, a relatively smaller list of manufactured staples (especially textiles), a relatively larger list of various kinds of lumber and other building materials, and a noticeably larger assortment of miscellaneous articles important in retail, and hence in wholesale trade. In these and other points (such as the presence of four series of furs in the Canadian list and the absence of furs in the American list), the relatively immature condition of Canadian industrial life is reflected.

This consideration gains in significance in view of the statement of the report (page 3) that as the object of the investigation was “to obtain a result representative of the cost of living and the industrial life of the community as a whole, the plan was to embrace as many as possible of the main staple articles of Canadian production and consumption, consistent with the avoidance of duplication and the preservation of proportion as between the several divisions into which the inquiry fell.” Again, it is stated (page 8) that “The consumption standard has formed the basis of selection; but the aim has been to reflect production and general trade as well.” As a matter of fact about forty-three per cent. of the commodities in the Canadian list are foods or food materials, and about thirteen per cent. may fairly be brought under the head of “clothing.” These proportions are very close to

<sup>3</sup>Prof. J. P. Norton, in quarterly *Journal of Economics*, vol. xxiv., p. 755.

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measuring the importance of food and clothing respectively as articles of consumption, as indicated by the study of workmen's budgets. In the American list, on the other hand, food and clothing count for thirty-four and sixteen per cent., respectively, of the total number of series of quotations.<sup>1</sup> That is; the Canadian list seems to satisfy the requirements of the consumption standard far more closely than does the American list. But this is hardly a mark of superiority in the Canadian list. The monthly statistics of "cost of living", previously mentioned, should undoubtedly be interpreted in the light of the consumption standard, but a table of wholesale prices can be only indirectly useful in this way. Tables of other wholesale prices have other uses. They illuminate some of the phenomena of periods of business prosperity and depression, and they constitute the most important single tool of the student of the effect of the increasing production of gold upon prices. But for such purposes it is sufficient if they "reflect production and general trade" in a fairly adequate way.

On general grounds, therefore, it may seem that the Canadian tables concede too much to the demands of the consumption standard. But a detailed examination of the list has served to convince me that, whether on account of a happy coincidence between the important particular commodities in the Canadian industry and trade and their importance in terms of the consumption standard, or because of the careful way in which the dual purpose of the tables has been kept in mind by the compiler of the list, the Canadian tables do afford unusually excellent material for one who approaches the subject from the side of industry and trade. Averages based on so large a group of quotations are, of course, bound to be fairly precise in any case. But over and above the merit of inclusiveness, the Canadian tables have the merit of being a really miscellaneous (non-specialized) group of quotations,—fairly constituting a "random sampling" of the multitude of commodities actually priced in the market.

In reducing each series of price quotations to relative prices, the average prices of the decade 1890 to 1899 were used as the base. This facilitates comparisons with the relative prices of the American tables, which are computed on the same base. The general trend of prices is shown by simple unweighted arithmetic averages. For test purposes a weighted average was computed, the weights being substantially those recommended by the committee of the British Association in 1888. As might be expected, the curve of weighted averages follows very closely the curve of unweighted averages, although it drops somewhat lower in 1897, the low year, and rises somewhat higher in 1907, the high year. These greater fluctuations (sometimes misinterpreted as "greater sensitiveness") of the weighted average are evidently due in this case to the greater importance assigned in it to the products of the farm, with their extreme price fluctuations. Unweighted index numbers are also given for each group and sub-group of the classification shown in Table I, above, and average relative prices in 1909 are given for other groupings. All these averages, together with the series of relative prices for each of the 230 commodities are shown graphically in an elaborate series of charts.

<sup>1</sup> Prof. J. P. Norton, in quarterly *Journal of Economics*, vol. xxiv, p.755.



TABLE III.

AVERAGE PRICE PER CENTS. OF INCREASE SHOWN BY WHOLESALE PRICES IN CANADA IN 1909

GROUP	Compared with 1890	Compared with decade 1890-1899	Compared with the Low Year
Grains and fodder.....	28·4	49·9	85·9...1897
Animals and meats.....	33·6	48·6	80·3...1896
Dairy produce.....	29·7	33·6	48·2...1897
Fish.....	29·7	34·0	47·9...1892
Other Foods.....	11·8 <sup>1</sup>	7·6	25·0...1897
Textiles.....	2·8 <sup>1</sup>	8·3	15·7...1895
(a) Woolens.....	7·3	14·2	34·2...1902
(b) Cottons.....	10·7	29·8	43·5...1898
(c) Silks.....	27·1 <sup>1</sup>	6·8 <sup>1</sup>	5·9...1901
(d) Flax products.....	3·2 <sup>1</sup>	4·0 <sup>1</sup>	22·6...1895
(e) Jutes.....	5·2	12·5	25·7...1898
(f) Oilcloths.....	27·6 <sup>1</sup>	4·6 <sup>1</sup>	17·6...1899
Hides, leathers and boots and shoes.....	34·5	35·4	45·9...1896
Metals and implements.....	14·0 <sup>1</sup>	2·1	14·9...1897
Fuel and lighting.....	3·4 <sup>1</sup>	3·8	11·0...1898
Building materials:—			
(a) Lumber.....	49·3	54·6	70·2...1898
(b) Miscellaneous building materials.....	23·4	35·2	41·5...1897
(c) Paints, oil and glass.....	11·2 <sup>1</sup>	5·7	20·9...1898
House furnishings.....	10·1	10·4	13·2...1896
Drugs and chemicals.....	6·3 <sup>1</sup>	3·9	11·3...1899
Miscellaneous:—			
(a) Furs.....	162·6	127·2	182·2...1895
(b) Liquors and tobacco.....	23·8	17·5	23·8...1890
(c) Sundry.....	8·5	21·6	33·3...1897
All.....	9·8	21·2	31·4...1897

<sup>1</sup>Decrease.

A comparison of the general index number for the 230 commodities with the similar index number computed from the American list, shows that relative prices in Canada did not, on the average, fall quite so low in 1897 nor rise quite so high in 1907 as did relative prices in the United States (and this notwithstanding the much greater importance of agricultural products in the Canadian list). A further, and possibly less valid, comparison with Mr. Sauerbeck's index number, recalculated to the base of average prices in the decade 1890-1899, indicates that since 1899 the movement of prices in Canada has been about midway between the movement of prices in England and in the United States. But it is beyond the scope of this review to even summarize the more important results of this thoroughly praiseworthy investigation. In Table III, however, one of the more important summary tables of the Report is reprinted. It may be expected that the report will be utilized in connection with the American tables by those interested in the effect of the tariff on the movement of particular groups of prices in the United States, and there is no reason why it should not be, if due account is taken of the many and frequently subtle difficulties in comparisons of that kind.

An appendix of seventy pages contains a "Memorandum on the construction of an index number of commodity prices, with a review of important British and foreign index numbers, and a statement relating to the causes and effects of variations in prices." This may be commended as accurate and well balanced, although it contains nothing not conveniently accessible elsewhere. The list of index numbers that have been constructed in the United States omits the important one compiled by Prof. John R. Commons,<sup>1</sup> as well as Prof. W. C. Mitchell's greatly improved retabulations of the results of the Aldrich inquiry.<sup>2</sup>

<sup>1</sup>Quarterly Bulletin of the Bureau of Economic Research, July-October, 1900.<sup>2</sup>"Gold Prices and Wages under the Greenback Standard," Publications of the University of California, Economics, Vol. 1.

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REVIEW OF THE AMERICAN ECONOMIC REVIEW, BULLETIN OF THE AMERICAN ECONOMIC ASSOCIATION.<sup>3</sup>

*Wholesale Prices in Canada, 1890-1909.* By R. H. Coats, Published for the Department of Labour, Canada. (Ottawa Government Printing Bureau, 1910. P.P. xiii, 509).

In this report there is printed a series of annual index numbers of wholesale prices in Canada for the period 1890-1899. A continuation of the series will appear month in *The Labour Gazette*. The general index numbers are based upon the prices of 230 widely distributed articles. The price quotations are, with a few exceptions, the monthly prices of the articles in the Montreal or Toronto markets as given in the daily press, weekly trade journals, printed reports of Exchanges, Boards of Trade, etc. "Every care has been taken to insure that the prices quoted for each article represent a uniform quality and uniform conditions of sale throughout." Annual index numbers are determined for each article and for each of thirteen groups of articles. In computing the index number for each article, the average price of the article for each year was expressed as a percentage of its average price for the years 1890-1899. The general index numbers were found by computing the simple arithmetic average of the index numbers of the various articles.

The base period 1890-1899 was taken because it was considered to reflect normal conditions and because it enables direct comparison to be made with the United States Bureau of Labour series of index numbers. The simple arithmetic average, rather than a weighted average, was chosen because the list of articles was considered "sufficiently extended and well distributed to overcome the need for weighting based on the limited number of commodities included in the number;" and because during the period covered there has been no such violent interruption of normal economic conditions as to render weighting imperative.

The methods used in obtaining the Canadian series of index numbers, which parallel the methods of the United States Bureau of Labour, are in accord with the best scientific opinion.

A desirable feature of the report is the series of charts showing the fluctuation of the prices of the different articles and groups of articles. A well written appendix with numerous references to the literature of the subject, contains descriptions of the construction of the important index numbers of the United States, England and Germany.

A graphic comparison of the index numbers of the Canadian Bureau of Labour, the United States Bureau of Labour, and Sauerkbec (England), shows a remarkable correspondence of fluctuations. I have computed the co-efficients of correlation for these three series for the 19 years, 1890-1908, with the following results:—

Co-efficients of Correlation	
United States and Canadian Prices	= ♦ 0.99
United States and English Prices	= ♦ 0.94
Canadian and English Prices	= ♦ 0.93

Since a co-efficient of ♦ 1 indicates perfect correlation, the results found above show that the general price movements in the three countries considered are nearly identical. The United States and Canadian series practically coincide.

Mr. Coats enumerates various elements which affect prices. On the commodity supply he names variations in yields or harvests, improvements or other changes in methods of production or transportation, legislative enactments such as tariffs, bounties and excise duties, and the operation of trusts, trade agreements, etc. On the commodity demand side he names seasonal changes, changes in customs or fashion, and increase in population and other changes involving deferred pro-

<sup>3</sup>March 1911, p. 120.

ductivity. Concerning the money side of price-change the statement is made that "the part which gold plays as a direct vehicle of exchange dwindles into insignificance beside that of the credit system, which, though resting on a metallic basis, is not necessarily proportioned to metallic reserve, and the organization of which is therefore a most important factor in the modern financial world." Evidence strongly supports the contention of Mr. Coats that the volume of credit is not necessarily proportioned to metallic reserves. The relation between gold and prices is not yet clear.

WARREN M. PERSONS.

#### REVIEW OF THE JOURNAL OF POLITICAL ECONOMY.<sup>1</sup>

*Wholesale Prices in Canada, 1890-1909. By R. H. Coats, Special Report of Labour Department. Ottawa: Government Printing Bureau, 1910. 8vo. pp. xiv ♦509.*

A report of which the object is to demonstrate the nature and extent of the general rise in prices assumes importance in these years of the so-called "high cost of living." The method followed in this work was to select a comprehensive list of staple commodities, and to trace the course of prices month by month back to 1890, and then to interpret and measure the movements of prices as a whole and in the more important departments.

Part I gives the records of actual price quotations, *i.e.*, the actual statistical matter or groundwork, of the whole report. Part II gives average annual prices expressed in the form of index numbers and thus enables price fluctuations of various goods to be compared; and Part III is composed of charts to show the most important features of the price movements in the past twenty years.

The chart shows that the highest point of all prices was reached in 1907. From 1890-97 prices tended downward, then rapidly rose up to 1907, fell again in 1908, and began to rise in 1909.

Agricultural products seem to show the largest increase in prices—37 per cent, for crude farm products, and 34 per cent. for products manufactured therefrom. Prices of important foods are lower, however. Fish products show nearly as great an increase, while mineral products have risen only slightly, and are lower if coal be excluded. Canadian manufactured goods are fourteen per cent. dearer, especially lumber, which has risen fifty per cent. All foods are twenty-six per cent. dearer; as compared with prices for the base decade, 1890-99, seventy-six per cent. of the articles have advanced in price; fifty per cent, have advanced over 1890, and eighty per cent. over 1897.

The charts are followed by several appendices. The first deals with the construction of an index number for Canada, which can be carried forward monthly in the *Labour Gazette*. The report is confined to wholesale prices, because of their greater availability and accuracy, and because they are a sufficient index to living expenses, and a better barometer of industrial and commercial change. The selection of commodities is as representative, diversified, and comprehensive of Canadian production and consumption as possible, manufactured goods with the exception of highly specialized forms being included. Duplication has been avoided, yet several important articles such as wheat have been indirectly represented more than once. Altogether 230 articles divided into thirteen general groups are quoted, the quotations being chiefly obtained from daily newspapers and trade journals, and verified by representative firms. The report takes account of different qualities of goods. This is important since Canada has as yet few fixed standards. The base period 1890-99 is selected because it is a period of fast falling and later rising prices, and because the same period was used by the United States Department of Commerce and Labour, under similar circumstances. To obtain the aggregate

<sup>1</sup>Feb., 1911, p. 146.



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result, the simple arithmetic mean was used. Although weighting is theoretically favored yet it is considered unimportant in practice. The differences between various methods is slight. The unweighted measure was adopted as more simple and quite accurate enough since the list of articles is sufficiently extended and distributed to overcome the need for weighting and since there has been, in Canada, no such violent interruptions of normal economic conditions as to make it necessary.

In a second appendix British and foreign index numbers are placed at the disposal of the Canadian public in accessible form by a statement of the object of the number, its history, method, and results.

Following this are treated the leading causes of the recent price variations, special emphasis being laid on Canadian industrial expansion and deterred productivity, the heavy expenditure of borrowed capital in enterprises not yet productive. The effects upon both production and consumption are considered, and it is shown that wages and prices have been following each other in an unending spiral.

Thus a beginning has been made for the carrying forward of the index number monthly in the *Labour Gazette* in order to perform a service which will be beneficial and instructive to the Canadian public and its legislators.

W. J. DONALD.

THE UNIVERSITY OF CHICAGO.

### III. ROYAL COMMISSION OF INQUIRY ON INDUSTRIAL TRAINING AND TECHNICAL EDUCATION.

The Royal Commission on Industrial Training and Technical Education, which was appointed by the Dominion Government on June 1, 1910, and to which reference was made in the last report of the Department, entered upon its work of inquiry early in the following month of July, and has since been continuously engaged in an investigation of the needs and present equipment of Canada as respects industrial training and technical education, and also of the systems and methods of technical instruction obtaining in other countries. The needs of Canada in these respects have been referred to on more than one occasion in the debates of the Dominion Parliament, and the view has been very generally expressed by Members who have taken part in these discussions, that the subject is one deserving of much greater attention than has been bestowed upon it in this country up to the present time; that, indeed, if Canada is to obtain her share of the world's trade it must be realized that this can only be done by bringing Canadian workmen up to the highest degree of efficiency, and by seeing that Canadian industries are managed by men of training and knowledge.

#### CONSIDERATION OF SUBJECT IN PARLIAMENT.

On December 6, 1909, a motion was offered in the House of Commons of Canada by Mr. Hugh Guthrie, M.P. (South Wellington) in the following terms: "That in the opinion of this House it is desirable that a Commission of Inquiry of this be forthwith appointed to investigate the needs of Canada in respect of technical education and to report on ways and means by which these needs may be best met." The acceptance of this motion was followed by the insertion in the estimates for 1910-11 of an appropriation of \$25,000 to provide for the expenses of an inquiry on this subject.

#### ATTITUDE OF PROVINCES TOWARD COMMISSION.

In the last Annual Report of the Department it was explained that a letter was addressed by the Minister of Labour to the Prime Ministers of the several Provinces of Canada, in which the latter were asked whether the appointment by the Federal authorities of a Commission of Inquiry into the needs and present equipment of the Dominion as respects industrial training and technical education, and into the systems and methods of technical instruction obtaining in other countries, would meet with the approval of the Provinces, and whether, in particular, exception to such a course would be taken by any one of the Provinces on grounds of jurisdiction.

#### TERMS OF ORDER-IN-COUNCIL.

The replies to this inquiry being regarded by the Minister as satisfactory, the Dominion Government proceeded with the appointment of a Commission of seven members, an Order-in-Council to this end being adopted on June 1, 1910, as follows:—

"On a memorandum dated May 28, 1910, from the Minister of Labour, stating that industrial efficiency is all important to the development of the Dominion and to the promotion of the home and foreign trade of Canada in competition with other nations, and can be best promoted by the adoption in Canada of the most advanced systems and methods of industrial training and technical education.

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"The Minister further states that the Premiers of the several Provinces of the Dominion have expressed on behalf of the Governments of their respective Provinces, approval of the appointment by the Federal authorities of a Royal Commission on Industrial Training and Technical Education.

"The Minister recommends that authority be granted for the appointment of a Royal Commission to inquire into the needs and present equipment of the Dominion as respects industrial training and technical education, and into the systems and methods of technical instruction obtaining in other countries; the said Commission to be appointed to vote, No. 477 of the supplementary estimates for the fiscal period ending March 31, 1910, and to consist of the following gentlemen, viz.:—

Mr. James W. Robertson, C.M.G., LL.D., of Montreal, Que., Chairman.

Hon. John N. Armstrong, of North Sydney, N.S.

Rev. George Bryce, LL.D., F.R.S.C., of Winnipeg, Man.

Mr. Gaspard DeSerres, of Montreal, Que.

Mr. Gilbert M. Murray, B.A., of Toronto, Ont.

Mr. David Forsyth, M.A., of Berlin, Ont.

Mr. James Simpson, of Toronto, Ont.

"The Minister further recommends that the said Commissioners be instructed and empowered to pursue their investigations at such localities as may appear necessary, in the Dominion of Canada, in the United Kingdom of Great Britain and Ireland, the United States of America, France, Germany, and, subject to the approval of the Minister, elsewhere on the continent of Europe; also that the purpose of the Commission shall be that of gathering information, the information when obtained to be carefully compiled, and together with such recommendations as it may seem expedient to the Commission to make, published in a suitable report to be at the disposal of the Provinces and available for general distribution.

"The Minister further recommends that the Commissioners be appointed under the provisions of the statute respecting inquiries concerning public matters, and report the results of their investigations, together with their recommendations, to the Minister of Labour.

"The Minister further recommends that Mr. Thomas Bengough, of Toronto, be appointed Secretary and Reporter to the said Commission.

"The Committee submit the same for approval."

## FIRST MEETING IN OTTAWA.

The first meeting of the Commission was held in the Minister of Labour's office, in Ottawa, on July 6. In the course of a brief address on this occasion the Minister thanked the Commissioners for having arranged to give to the work of the Commission the time and service which it would involve, and also outlined the scope of the Commission, and noted especially the exceptional opportunity for usefulness which it afforded. There had been, he said, many Commissions appointed by the Federal and Provincial Governments of Canada, but he doubted if there was ever one which had given to its members an opportunity of national service as far-reaching and certain as that afforded the present Commission. It was important, he said, for the Commission to bear in mind that education, as such, was a subject assigned to the Provinces by the British North America Act, and that the Federal Government, therefore, did not intend in the appointment of the present Commission, to, in any way, encroach upon the jurisdiction of the Provinces. Indeed, the consent of the Prime Ministers of the several Provinces to the establishment of this Commission had been obtained before its appointment was decided upon. Canada's industrial greatness, its trade and commerce, were alike dependent upon industrial efficiency, the efficiency, in the first place, of the wage earners, who far outnumbered all other classes in the industrial processes, in the several



lines of manufacture and industrial development; and this being the case, the Federal Government felt that in so far as it was possible to co-operate with the Provinces in promoting this efficiency, it was desirable to do so. The gathering of information was a means to this end, and the gathering of information on any subject of national concern was one on which no question as to the Dominion's jurisdiction could be raised. Industrial efficiency should be the Commission's watch-word, and its aim should be to ascertain from all points of view how this efficiency could be furthered in the interests of capital and of labour alike. It was the Government's desire that the Commission's work should be as comprehensive and thorough as possible, and in this connection, the Minister suggested that before travelling abroad, it would be desirable for the Commission to make an industrial survey of the Dominion of Canada, visiting the several Provinces, and ascertaining the nature and extent of the several industries and trades, as well as their needs in respect of technical education, and some idea of what was being done at the present time through Government or through public or private agencies in the way of promoting industrial efficiency by technical education or otherwise. Having familiarised themselves, in this way, with the industrial methods and equipment of the Dominion, they might afterwards visit Great Britain, France, Germany, the United States, and if necessary, other countries, for the purpose of ascertaining the methods adopted by these several countries for the promotion of industrial efficiency. It was important, he thought, that all those at present engaged in the work of technical education, boards of trade, factory inspectors, employers' associations, trades unions, and other organizations, should be given every opportunity of having their views fully presented before the Commission. In conclusion, the Minister promised that the Government of Canada would do all in its power to facilitate the work of inquiry.

Dr. James W. Robertson, Chairman of the Commission, in reply to the Minister's address, expressed the Commission's thanks to him for the suggestions which he had offered and promised that the same would be most carefully considered.

#### CIRCULAR LETTER ADDRESSED TO EMPLOYERS, ETC.

The scope of the inquiry was set forth in a circular letter sent by the Chairman of the Commission to leading employers of labour and others in the cities and towns which it was proposed to visit.

OTTAWA, ONT., July 11, 1910.

DEAR SIR,—I have the honour to intimate to you that the Royal Commission on Industrial Training and Technical Education proposes to visit places according to the itinerary outlined in the sheet which is enclosed herewith. On behalf of the Commission, I am to express our earnest desire and hope that the work of the Commission may be fruitful of benefit to each of the localities which it is able to visit, as well as to the Dominion of Canada as a whole.

Our Commission will give particular attention to the manufacturing industries, to agriculture, to domestic occupations, to mining, to the fisheries, to the lumber interests, to the building trades, to the transportation services, as well as to the technical training required for commercial operations.

I should be grateful for any information or suggestions, or lists of names of institutions or establishments, which you may kindly cause to be furnished for the use of the Commission, and which would doubtless assist it to ascertain the needs and present equipment of your locality respecting industrial training and technical education.

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The Commission will also make inquiry into, (a) the needs of existing industries in respect of labour; (b) the quality of labour which is available; and (c) the needs of such labour for industrial training and technical education. The Commission will appreciate your co-operation in any manner which you may consider appropriate regarding any or all of these matters.

A reply to this might be addressed to me, at

I have the honour to be,

Sir,

Your most obedient servant,

JAMES W. ROBERTSON,  
*Chairman.*

## ITINERARY OF COMMISSION.

The Commission began its work of inquiry at Halifax, N.S. on July 18. It continued to visit places in the Maritime Provinces until August 26.

Between August 30 and September 16 the Commission did its work in two divisions, and visited 14 of the smaller industrial towns in the Province of Ontario.

On September 19, the Commission as a whole reassembled at Montreal. That week was devoted to Montreal, Macdonald College and Quebec City. Conferences were held with representative men and women at Montreal, and arrangements duly made for the presentation, at a later date, of testimony from the various interests concerned with industrial training and technical education in Montreal and its neighbourhood.

On September 26, the Commission resumed its itinerary in the Province of Ontario.

From the November 1 until the first week of December the Commission visited places in Western Canada, beginning at Port Arthur, Ont., and ending at Victoria, B.C. On the return journey the members visited cities in the Western States where trade schools and other methods of industrial training had been established.

During January and February the Commission visited Toronto and carried out its inquiry in places in the Province of Quebec.

Ottawa, the last place on the list, was reached in the month of February, sessions being held in the Capital between February 20 and February 22.

From the latter date until the close of the fiscal year the Commissioners remained in Ottawa for the purpose of reviewing and digesting the information which has been obtained as a result of its itinerary throughout Canada. In the following month of April, the Commissioners proceeded to Europe to study the systems of technical instruction which exist in the United Kingdom and continental countries.

During its Canadian itinerary the Commission visited 100 places, held 175 sessions to receive testimony, and heard close upon 1,500 witnesses. Written memoranda were requested from or offered by about 100 men and women.

In every Province the Commission waited upon the Provincial Government and was received by the Premier and other members of the Provincial Cabinet. The Chairman, as directed, conveyed to the Provincial Premiers a message of appreciation from the Dominion Government, in recognition of the promises of co-operation and assistance which were extended by the Provincial authorities to the Commission.

The place for the holding of sessions was arranged for in every case by the local authorities. The following are illustrative of all the rest:—

Halifax, N.S., Provincial Technical College.  
 St. John, N.B., Board of Trade Rooms.  
 Fredericton, N.B. Chamber of Legislative Assembly.  
 Charlottetown, P. E. I., Chamber of Legislative Assembly.  
 Montreal, P.Q., City Council Chamber.  
 Quebec, P.Q., City Council Chamber.  
 Toronto, Ont., City Council Chamber.

#### METHOD FOLLOWED BY COMMISSION IN ITS INQUIRY.

At the several places the Commission visited industrial establishments or educational institutions during either the forenoon or afternoon or both, and held sessions for receiving testimony during the evening; and, when necessary, also during the afternoon or forenoon, instead of visits for observation of factories. The Commission was usually met on its arrival by the Mayor of the place and the members of a reception Committee, representing the City or Town Council, the Board of Trade, the Manufacturers' Association, the Educational Institutions, and the Labour Organizations.

The first session of the Commission in each place was opened by the reading of the King's Commission all present standing. Then followed a brief address of welcome and a statement of the general character of the City or Town in respect to industries and education, by the Mayor or Chairman of the Reception Committee. The Chairman of the Commission made a brief statement explanatory of the object of the Commission, and the way in which it conducted its inquiries. Usually a list had been obtained, from the local committee, of representative men and women who were prepared to testify regarding the need and present equipment of the place in respect to industrial training and technical education. All statements were taken under oath or solemn affirmation. The information was usually secured by means of question and answer.

#### SOURCES FROM WHICH INFORMATION WAS DERIVED BY COMMISSION

Of the close upon 1500 men and women from whom testimony was received, some of them occupy foremost positions in industries, agriculture, mining, lumbering and fishing; others are engaged in educational work, (from the superintendents of education and principals of universities and colleges to teachers in institutions and schools of all grades) and others represent the various trades and occupations.

Testimony has been received into the records of the Commission:—

##### I. From Educators:

- (a) Universities and Colleges.
- (b) Technical and Trade Schools.
- (c) Training Teachers.
- (d) Collegiates, High Schools, and with particular reference to Manual Training, Domestic Science and School Gardens.
- (e) Elementary Schools.
- (f) Evening classes.
- (g) Correspondence Courses.

##### II. From Employers in Industries.

- (a) Metal.
- (b) Wood.
- (c) Textile.
- (d) Other Industries.
- (e) Building Trades.



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III. From Superintendents and Foremen:

IV. From Wage-Earners:

- (a) Mechanical Trades.
- (b) Building Trades.

V. From Women:

VI. Re Apprenticeship Systems:

VII. Re Natural Resources:

- (a) Agriculture.
- (b) Fisheries.
- (c) Mining.
- (d) Forestry.
- (e) Water Powers.

VIII. Re Transportation:

IX. Re Commerce:

X. Re Civic and Public Interests:

## NEED FOR INDUSTRIAL TRAINING AND TECHNICAL REUCATION IN CANADA.

In a statement furnished the Minister of Labour by Dr. Jas. W. Robertson it is stated that "in general the testimony has been that provision for industrial training and technical education, in institutions and industrial establishments, exists in very few places and in them not to an extent adequate to the needs of the industrial population. The testimony indicates that some further opportunities are necessary to enable young men and women, from the ages of 14 to 18, to enter upon the various industrial and productive occupations with such educational qualifications that they may become industrially efficient.

"I. In almost every place representative men have stated that urgent need exists for night classes for boys, after the age of 14, who have left the day schools.

"II. The workmen have been practically unanimous in the expression of a desire for opportunities for such a measure of technical education as will enable them to acquire a knowledge of the principles which underlie the processes of their occupations, and also to give the more energetic and ambitious of them a fair working chance to prepare themselves for advancement and promotion.

"III. There has been a unanimous expression of opinion that the several towns need some provision for industrial training and technical education which, in its general character, shall have an educational value equivalent to the high school or academy courses of study, but which shall be adapted specifically and directly to the needs of those who are to enter upon industrial occupations; and also to meet the case of those who would like to matriculate into, or enter upon the more advanced work of, technical colleges or agricultural colleges.

"IV. Statements in respect of these four matters have come alike from the representatives of industries, from those who are responsible for educational work, and from the workingmen and women themselves. Not only are they all agreed as to the need for industrial training and technical education, but they have evinced enthusiastic keenness in offering co-operation, towards meeting the need in some adequate manner."

#### IV.—FAIR WAGES REGULATIONS OF PUBLIC AUTHORITIES IN CANADA—STATEMENT OF STEPS TAKEN BY GOVERNMENTAL AND MUNICIPAL BODIES—WORK OF DOMINION FAIR WAGES OFFICERS FOR THE YEAR.

Under instructions from the Minister of Labour an effort has been made by the Department of Labour to ascertain the nature and extent of measures which have been adopted by public bodies throughout Canada to ensure the workmen employed in the execution of public works the payment of fair or current rates of wages and protection in the matter of their hours of labour and other conditions of employment. To this end a circular letter was addressed by the Deputy Minister of Labour in the fall of 1910, to the Deputy Provincial Secretaries of the several Provinces, also to mayors and clerks of municipalities throughout Canada having a population of 4,000 and upwards as shown in the last census return, and to the clerks of school boards in the above mentioned communities. The circular letter in question was accompanied by blank forms containing twelve questions to which answers were desired.

The results of the inquiry are assembled in the present chapter and are of special interest as indicating the extent to which the principles of the fair wages policy of the Dominion Government have been introduced into the methods of the various public authorities of the Dominion in their relation to industrial matters. It has been thought well to include in this chapter a statement of the various methods by which the resolution is enforced in connection with the various contracts controlled by the Dominion Government. The policy of the Dominion Government is dated from the passage of what is known as the Fair Wages Resolution of the House of Commons.

##### THE FAIR WAGES RESOLUTION.

On March 12, 1900, a resolution in the following terms was introduced in the House of Commons of Canada, upon motion of Honourable William Mulock, Postmaster General:—

“That it be resolved, that all Government contracts should contain such conditions as will prevent abuses, which may arise from the sub-letting of such contracts, and that every effort should be made to secure the payment of such wages as are generally accepted as current in each trade for competent workmen in the district where the work is carried out, and that this House cordially concurs in such policy, and deems it the duty of the Government to take immediate steps to give effect thereto.

“It is hereby declared that the work to which the foregoing policy shall apply includes not only work undertaken by the Government itself, but also all works aided by grant of Dominion public funds.”

The resolution in question was adopted on July 17 following, and was at once accepted by the Dominion Government as the basis of a Fair Wages policy which has since been applied to works of construction carried out under the authority of the Dominion Government, also to the manufacture of certain classes of supplies for the use of the Government service and to works aided by grant of Dominion public funds.

An Order-in-Council was also adopted on August 30, 1907, by which it is required that:—

“1. Contractors shall post in a conspicuous place on the public works under construction, the schedule of wages inserted in their contracts, for the

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protection of the workmen employed. 2. Contractors shall keep a record of payments made to workmen in their employ; the books or documents containing such record shall be open for inspection by the Fair Wages Officers of the Government at any time it may be expedient to the Minister of Labour to have the same inspected."

In the revision of the Railway Act in 1903, additional force was given to the Fair Wages Resolution by the insertion of a section (No. 205) requiring the payment of current rates of wages to workmen engaged in the construction of any line of railway towards which the Parliament of Canada has voted financial aid by way of subsidy or guarantee, the section in question being as follows:—

"In every case in which the Parliament of Canada votes financial aid by way of a subsidy or guarantee towards the cost of railway construction, all mechanics, labourers or other persons who perform labour in such construction shall be paid such wages as are generally accepted as current for competent workmen in the district in which the work is being performed; and if there is no current rate in such district, then a fair and reasonable rate; and in the event of a dispute arising as to what is the current or a fair and reasonable rate, it shall be determined by the Minister, whose decision shall be final.—3 Edward VII, c. 58, s. 205."

Following the example which was set by the Dominion Government, a number of the Provinces have adopted similar provisions for the protection of workmen employed in connection with Provincial public works, and a like policy has also been inaugurated by various municipalities throughout the Dominion.

## FAIR WAGES POLICY OF DOMINION GOVERNMENT.

The operation of the Fair Wages policy of the Dominion Government may be considered under three headings:

(1) The preparation of schedules of current rates of wages for insertion in Government contracts. (2) The examination by the Fair Wages Officers of schedules of rates of wages paid by contractors in connection with the manufacture of certain classes of supplies for the use of the Government. (3) The investigation of complaints as to non-payment of current rates of wages or non-conformance by contractors to other labour conditions contained in their contracts.

The total number of Fair Wages Schedules which have been prepared by the Dominion Government since the inception of the above policy is 1900, of which 855 were prepared for the Department of Railways and Canals, 822 for the Department of Public Works, 155 for the Department of Marine and Fisheries, and sixty-eight for other Departments.

The number of Fair Wages Schedules prepared during the year ending March 31, 1911, is as follows: 190 for the Department of Public Works, forty-eight for the Department of Railways and Canals, fourteen for the Department of Marine and Fisheries, and twenty-three for other Departments.

The works to which these Schedules applied have included the construction of public works of many different kinds in all parts of Canada, among them public buildings, various works along the lines of the Government Railway System, canal works, harbour and river works, &c., also the construction of lines of railway in different parts of the country aided by grant of Dominion public funds.

In most of the contracts to which the Fair Wages policy of the Dominion Government applies, the rates of wages which must be paid to the various classes of labour to be employed are specified in the contract. In other cases where no established rates exist in the district for the classes of labour required, a general clause is inserted to ensure that all mechanics, labourers, or other persons performing



labour in connection therewith "shall be paid such wages as are generally accepted as current for competent workmen in the district in which the work is being performed, and if there is no current rate in such district then a fair and reasonable rate, and shall not be required to work for longer hours than those fixed by the custom of the trade in the district where the work is carried on, except for the protection of life or property, or in the case of other emergencies. In the event of a dispute arising as to what is the current or a fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade it shall be determined by the Minister of Labour, whose decision shall be final. These conditions shall extend and apply to moneys payable for the use or hire of horses or teams, and the persons entitled to payment for the use or hire of horses or teams shall have the like right in respect of moneys owing to them as if such moneys were payable to them in respect of wages."

METHOD OF PREPARING FAIR WAGES SCHEDULE.

The plan which is adopted in the preparation of Fair Wages Schedules is as follows: The Department of the Government which is about to invite tenders for a contract, in which it is intended to insert the Fair Wages Schedule, sends a request to the Department of Labour to have such Schedule prepared. In the event of the necessary information not being otherwise available, one of the Fair Wages Officers is thereupon sent to the locality in which the work is to be performed, to ascertain what are the rates of wages and hours of labour current in such locality for workmen belonging to each of the several classes likely to be engaged in the construction of the work for which tenders are being sought. The Officer prepares a schedule, on the facts ascertained by investigation in the locality, setting forth what may be considered a fair basis of minimum wage payment to be made to the several classes of labour. This schedule is transmitted to the Department concerned for incorporation in the terms and conditions of the proposed contract, and therefrom tenderers know in advance the rates of wages which they will be required to pay the workmen. On the execution of the contract the schedule is published in the *Labour Gazette*.

The form used by the Department of Labour in the transmission of Fair Wages Schedules to other Departments is as follows:

Department of Labour, Canada.

Schedule of current wages and working day hours for the several classes of labour to be employed in connection with the .....  
at ..... to be inserted in a contract to be awarded by the  
Department of .....

FAIR WAGES SCHEDULE.

Trade or Class of Labour.	Rates of Wages Not less than:

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## LABOUR CONDITIONS IN DOMINION CONTRACTS.

The forms of contract employed by different Departments of the Government differ from one another in certain respects, having regard to the nature of the work to be performed. On this account also the labour conditions are somewhat different in the case of works of construction from those employed in contracts for Departmental supplies.

The form of contract in use by the Department of Public Works for works of construction provides that in case any labour is required on the works for which no rate has been fixed in the Fair Wages Schedule, the Engineer, or other officer authorized by him, may fix the minimum rate of wages payable in respect thereof, "which shall not be less than the rate of wages generally accepted as current for competent workmen in the same or similar trades or classes of labour in the district where the work is being carried on."

It is stipulated that the contractor shall post and keep posted in a conspicuous place on the works under construction, the Fair Wages Schedule for the protection of the workmen employed, and also keep a proper record of all payments made to workmen in his employ, and that the books and documents containing such record shall be open for inspection by the Fair Wages Officers at any time that it may be expedient for the Minister of Labour to have the same inspected. It is also provided that no labourers who are not citizens or residents of Canada shall be employed about the works without the consent of the Minister of Public Works.

Contractors before being entitled to payment of work performed are required to furnish statements showing the rates of wages paid to the various classes of labour employed and for the hire of teams, and also showing any amounts remaining unpaid in respect of such wages or hire, and should any contractor, after notice from the engineer, fail to pay such wages or for such hire of teams, the Minister of the Department concerned may himself make such payments, deducting the same from the amounts then or thereafter due to the contractor. The contractor must also, at his own expense, make adequate arrangements with respect to sanitation and the preservation of health on the works. It is stipulated that no portion of the work shall be done by piece-work. It is further stipulated that no sub-contract shall be recognized by His Majesty, the contractor being held responsible for the proper performance of the work as a whole.

## FAIR WAGE CONDITIONS IN TRANSCONTINENTAL RAILWAY CONTRACTS.

In the standard form of contract in use in connection with the construction of the National Transcontinental Railway it is specified that:

"All mechanics, labourers, or other persons who perform labour for the purposes of the construction of the works hereby contracted for shall be paid such wages as are generally accepted as current for competent workmen in the district in which the work is being performed, and if there is no current rate in such district, then a fair and reasonable rate, and, in the event of a dispute arising as to what is the current or a fair and reasonable rate, it shall be determined by the Commissioners, whose decision shall be final.

"This Agreement is subject to the regulations now in force or which may, at any time hereafter, be in force during the construction of the works hereby contracted for, made under the authority of the Department of Labour and which are or shall be applicable to such works."

It is further directed in Transcontinental Railway contracts that:

"All the works carried on under this Agreement shall be subject to the provisions of the Act respecting the Preservation of Health on Public Works and to all regulations made or to be hereafter made, pursuant to the said Act, or by any other lawful authority, and applicable to such works, and to any regulations which may be adopted by the Commissioners in reference to sanitation or the preservation of health on public works.

"The contractor shall at his own expense make adequate arrangements for the medical and sanitary supervision of all his employés, and shall for that purpose employ the necessary duly qualified medical practitioners, furnish and provide all necessary medicines, surgical instruments, and hospital accommodation to the satisfaction of the Chief Engineer.

"The duties of the medical staff shall include not only the attendance on sick or injured men, but the inspection of the sanitary arrangements of all camps, dwellings, and works, at least once a month, or oftener, if, in the opinion of the Engineer, it is necessary."

Permission is given the contractor to make specified deductions from employés' wages as compensation for such medical supervision.

Section 29 of the form of contract also provides as follows:—

"The contractor shall promptly pay for all labour, services and material, in or about the construction of the work and all payments for such purpose shall be made by the contractor at least as often as payments are made by the Commissioners to the contractor, and in the event of failure by the contractor at any time to do so, the Commissioners may retain from any moneys due or to become due to the contractor, such amount of money as the Chief Engineer may deem sufficient to make such payments. If the Engineer reports that there is reason to fear that any such payments will not be promptly made by the contractor, the Commissioners may pay for any such labour, services and material from any date to any date and to any amount which may be payable and may charge the same to the contractor, and the contractor covenants with the Commissioners to repay at once all and every sum so paid. Before final settlement is made between the parties hereto for work done and materials furnished under this contract, the contractor shall and will produce and furnish evidence satisfactory to the Commissioners that the said work and any other property of the Commissioners upon which said work may have been constructed and all structures, are free and clear from all liens for labour, workmanship, materials or otherwise, and that no claim then exists in respect of which a lien upon the said work or property of the Commissioners could or might attach. And the contractor shall protect and hold harmless the Commissioners and all their property from any and all kinds of liens accruing from labour and services performed and material furnished or otherwise and any of the same in and about the said work."

#### GRAND TRUNK PACIFIC FAIR WAGES CLAUSE.

Provisions are also inserted in contracts for the protection of the labour employed on the western division of the Transcontinental Railway, which is now under construction by the Grand Trunk Pacific Railway Company.

The Fair Wages Clause which has been embodied in contracts of the Grand Trunk Pacific Railway Company is as follows:—

"All mechanics, labourers or other persons who perform labour in the construction of the works hereby contracted for shall be paid such wages as are generally accepted as current for competent workmen in the district in which the work is being performed, and if there is no current rate in such district then a fair and reasonable rate, and, in the event of a dispute arising as to what is the current or a fair and reasonable rate, it shall be determined by the Minister of Labour, whose decision shall be final."

#### CONDITIONS FOR AVOIDANCE OF SWEATING.

The Post Office Department was the first department of the Dominion Government to insert in its contracts clauses for the avoidance of the sweating system. Stipulations to this end were, in fact, inserted by that department before the



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passing of the Fair Wages Resolution by the House of Commons in 1900. In 1901, steps were taken by the then Postmaster-General to ensure that not only in work performed under contract for that department, but in all classes of supplies furnished, care should be taken to ensure that the persons furnishing these supplies paid their employés fair wages and had their work performed under fair conditions.

Since the inception of this policy, supplies to an amount of \$1,008,694.73 have been furnished to the Post Office Department by contract or by purchase, subject to conditions for protection of the labour which has been employed thereon. The value of such supplies during the year ending March 31, 1911, was \$133,864.98. In all such contracts, contractors are required to furnish to the Post Office Department statements of the rates of wages paid the workmen employed in connection with it, the same being subsequently submitted to the Fair Wages Officers of the Department of Labour for examination.

With a view to the avoidance of the sweating system, and securing payment to the workmen of fair wages, and the performance of the work under proper sanitary conditions, contracts for military clothing and other military supplies have also been made subject to specified regulations, which it is believed have been of substantial value to the workmen concerned.

## INVESTIGATION OF COMPLAINTS.

The practice adopted in connection with complaints as to violations of Fair Wages conditions of any contract is as follows: Where a complaint has first been received by the Department of Labour, the Department of the Government affected is informed of the nature of the complaint, and if the circumstances require, the Department of Labour, at the request of the Department concerned, causes a special investigation to be made. In such case, one of the Fair Wages Officers has to be sent to the locality from which the complaints came, and there conducts an inquiry. His report is then submitted to the Minister of Labour, and subsequently transferred, along with the recommendation of the Department, to the Department of the Government by which the contract was awarded, the latter then taking such action as the circumstances require. Tables have been published in the Annual Reports of the Department of Labour, showing the nature of the more important investigations made by the Fair Wages Officers in successive years, the nature of the claims presented to them, and the disposition of the same.

**Provincial Fair Wage Regulations.**

It was ascertained, through the special inquiry above referred to, that the following Provinces of the Dominion have adopted Fair Wages regulations, namely: New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta, and British Columbia.

## NOVA SCOTIA.

In Nova Scotia, whilst no specific regulations have been adopted in regard to wages and hours, the prevailing rates of wages in the particular locality are paid for day labour employed on public works. A provision is inserted in all Government contracts that if the contractor does not pay the amount due by him for wages or supplies the Government may pay and charge the payment against the contractor.

## PRINCE EDWARD ISLAND.

In Prince Edward Island, it was found that there are no specific regulations in respect of either rates of wages or hours of labour to be adhered to in the execution of public works, whether by day labour or by contract.

## NEW BRUNSWICK.

In New Brunswick, under an Act of the Assembly and directions from the Government, authority is derived for the insertion in contracts of a general clause in the following terms:—

“Wages to be paid to workers engaged in the work shall be wages as are generally accepted as the current wages in each trade for competent workmen in the district where work is carried on. And, further, the contractor agrees to fix in some public place near where the work is carried on, a sheet or paper on which shall be written the wages paid for the different kinds of work.”

These provisions are applicable also to work carried on by day labour.

## QUEBEC.

In Quebec, a resolution was adopted by the Legislative Assembly on April 14, 1908, on motion of Honourable L. A. Taschereau, Minister of Public Works and Labour, in the following terms:—

“That all Government contracts should contain the necessary conditions for preventing abuses that might occur in sub-contracts and that every possible effort should be made to pay workmen the wages current in the locality where the work is done, as paid to competent workmen, and this House heartily concurs in such policy and considers it the Government’s duty to give immediate effect to this resolution.”

Under the procedure followed by the Provincial authorities for the observance of the foregoing regulations, the Factory Inspectors of the Province are instructed to report to the Department concerned any shortage in payment of wages by contractors. It is also open to workmen employed by contractors on public works to make complaint of any violation of the Fair Wages regulations which may have occurred in the execution of any contract.

The Fair Wages clause which is inserted in public works contracts is in the following terms:—

“In the execution of his contract, the contractor shall **pay** to all persons employed by him in the execution of the said works, **reasonable wages**, and shall conform in all points to the resolution concerning the wages of workmen adopted by the Legislative Assembly in the session of 1908.”

## ONTARIO.

In Ontario an Act was passed in 1896, which provided for the payment of wages for labour performed in the construction of public works, by employes of contractors or sub-contractors, out of securities held by the Crown. A list of employes is to be furnished by the contractors when required. The Government may retain a portion of any subsidy granted towards the construction of any railway or other work, and may pay wages thereout. All Acts representing subsidies to railways since have included sections providing for the payment of current rates of wages, against the overcharging of workmen for board and accommodation, and for the observance of proper sanitary regulations in construction camps. On April 4, 1900, a Fair Wages Resolution, similar to that of the House of Commons of March 12, 1900, was passed by the Legislature of Ontario. In public works of the Province of Ontario, whether performed by contract or day labour, provision is made for the payment of the union rate of wages to the workmen employed. In the case of contracts a general clause is inserted in the following terms:—

“The contractor or contractors to whom this contract is awarded are required to pay the men employed on the work the union rate of wages.”

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## TEMISKAMING AND NORTHERN RAILWAY COMMISSION.

The Temiskaming and Northern Ontario Railway Act contains the following clause in respect of the rates of wages to be paid to workmen by the Temiskaming and Northern Ontario Railway Commission:—

“The workmen, labourers and servants employed in or about the construction and operation of the said railway and works shall be paid such rates of wages as may be concurrently payable to workmen, labourers and servants engaged in similar occupations in the District in which such railway and works are constructed and operated.”

In accordance therewith, a general clause is inserted in all contracts entered into by the Temiskaming and Northern Ontario Railway Commission as follows:—

“The contractor shall not at any time, in connection with the said work, or any matter arising out of or connected with this contract, employ any person or persons in contravention of the Alien Labour Act or the provisions of the Railway Act of Ontario respecting employment of alien labour, and shall pay to all workmen, labourers and servants employed in or about the work such rates of wages as shall or may be concurrently payable to workmen, labourers and servants engaged in similar occupations in the District in which the said work shall be performed, and shall be responsible for the observance by all sub-contractors on their part of the provisions of this clause, and in the event of the Commission, who shall be the sole, absolute and final judge of these matters, being satisfied at any time that the contractor or any sub-contractor has been guilty of any violation of any of the provisions of this clause, the Commission shall have the right from time to time, and as often as it shall be satisfied that any such violation has taken place, to withhold all payments from the contractor until such violation of any of the provisions of this clause shall in the opinion of the Commission have ceased, and until such amends as the Commission shall require shall have been made for all such violation, and on being notified by the Commission of any such violation it shall be the duty of the Engineer to withhold all certificates from the contractor until the Commission shall be satisfied that such violation has ceased, and until amends shall have been made to the satisfaction of the Commission as aforesaid.”

## MANITOBA.

In Manitoba, a Fair Wages Resolution was adopted by the Provincial Legislature in February, 1907. Under the authority of the foregoing, provisions have been inserted in all Government contracts of every description for the protection of the labour to be employed. A schedule is inserted in all contracts providing for specified minimum rates of wages which must be paid to the various classes of labour to be employed and the maximum number of hours per day. The schedule is intended to include all classes of labour required for the performance of the work, but if any labour is required which is not provided for in the schedule, the Minister or officer appointed by him is empowered to fix a minimum rate of wages payable in respect of any such labour, “which minimum rate shall not be less than the rate of wages generally accepted as current in each trade or class of labour for competent workmen in the district where the work is being carried out.” Provision is made also that no portion of the work is to be done by piece work; that all workmen employed shall be residents of Canada, unless the Minister is of opinion that Canadian labour is not available or other special circumstances exist which would render adherence to this policy contrary to the public interest; that whenever the Fair Wages Officer is not satisfied as to the wages paid he shall have the power to examine the time sheets and pay rolls; that a schedule of wages paid to the different classes of labour employed shall be posted in a conspicuous place; that the con-



tractor shall, at least once a week, furnish a statement showing particulars of any wages remaining unpaid; and that if any person employed on the work is paid at a less rate than that specified in the schedule the Minister shall be entitled to deduct such shortage from the monies due the contractor and either retain the same for the Department's use or pay the money over to the workman. A Fair Wages Officer is employed by the Government of Manitoba under the authority of the Public Works Department to ensure the observance of Fair Wage and other conditions for the protection of the labour employed.

## SASKATCHEWAN.

In Saskatchewan, all work under the authority of the Department of Public Works is carried on by contract, and work under the authority of the Department of Railways and Telephones is generally carried on by day labour. All contracts call for the established rate of wages in the district where the work is being carried on, and in some instances the hours of labour are similarly regulated, the same provisions being applicable to day labour. This policy was adopted in 1905, on the order of the Honourable Walter Scott, Premier and Minister of Public Works, and was afterwards inserted in other contracts on the order of the Ministers in charge of the various Departments carrying on public works. It applies to such works as public buildings, roads, bridges, and construction of telephone lines. The general clause which is inserted in contracts is in the following terms:—

"The contractor shall employ none but skilful experienced workmen and their apprentices and shall not pay less than the established rates of wages paid in the locality where the work is being done. As far as possible, none but Canadian workmen are to be employed on the works."

A clause is also inserted in all Government contracts, giving the Minister power to pay any claims filed by workmen for wages due, the amounts so paid to be deemed a payment to the contractor. In contracts governing the construction of bridges, a clause appears fixing a minimum rate of 20 cents per hour for labourers and 40 cents per hour for teams. A Fair Wages Officer is employed by the Provincial Government to enforce observance of the Fair Wages Clause.

## ALBERTA.

In Alberta, since 1906 departmental regulations have provided for the protection of workmen in contract work and day labour, in respect of the rates of wages to be paid; the hours of labour being governed by local labour union rules. This applies to buildings and telephone construction. No schedule of the rates of wages and the hours of labour to apply to the various trades or classes of labour employed is inserted in Government contracts, but a general clause is instead employed in the following terms:—

"It is distinctly understood that the contractors have accepted this contract upon the understanding that they will pay the labourers, workmen and mechanics employed by them, the current rate of wages of such labourers, workmen and mechanics in the locality where they are employed."

## BRITISH COLUMBIA.

In British Columbia a resolution was adopted by the Legislative Assembly in 1900, in the following terms:—

"That in the opinion of the House, all Government contracts should contain such conditions as will prevent abuses which may arise from the subletting of such contracts, and that every effort should be made to secure the payment of such wages as are generally accepted as current in each trade

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for competent workmen and for labourers in the district where the work is carried out; and it is hereby resolved that the work to which the foregoing policy shall apply includes not only work undertaken by the Government itself, but also all work aided by a grant of Provincial public funds and all works carried on under franchise granted by the Government, and that the aforesaid policy shall be forthwith applied to every department of the public service, and to all parties now performing services for the Government.

"Also that in all contracts, leases and concessions, of whatsoever kind, entered into or made by the Government, provision be made that no Chinese or Japanese shall be employed in connection therewith."

In 1903 the Legislature adopted the following resolution regarding the hours of labour:—

"That hereafter, not exceeding nine hours' work shall constitute a day's work for all foremen, workmen or labourers employed directly by the Government on roads, streets, wharves or bridges."

These provisions are applicable to all kinds of work, whether carried on under contract or by day labour, the regulation regarding hours of labour being used whenever possible.

In accordance with the first mentioned resolution, a clause is inserted in all contracts, in the following terms:—

"The contractor shall pay all persons employed by him upon the works not less than the wages current (at the date of his tender) in the district in which the work is being carried on, for competent workmen and labourers; and shall pay such wages in cash, during the progress of the works, on or before the fifteenth of each calendar month, and all balances on or before the expiration of one calendar month after the completion of the contract.

"Should the contractor fail to pay such wages as aforesaid, the Minister of Public Works may pay the same to such persons and deduct such sum or sums from any moneys due, or to become due, to the contractor. And such payments shall be regarded as payments made to the contractor, and shall operate as a discharge pro tanto of any moneys due, or to become due, to the contractor."

If it is reported to the Provincial Government that the purport of these resolutions has been violated, inquiries are at once made and if the reports are confirmed the matter is rectified.

### Municipal Fair Wages Regulations.

In this statement of the methods adopted, in the municipalities from which information was received, to secure compliance with the spirit of the Fair Wages principle, the municipalities are arranged according to their geographical position, proceeding from east to west.

#### HALIFAX, N.S.

In 1908, the City Council of Halifax fixed the present minimum rate of wages for work performed by day labour in connection with all construction and maintenance work, the hours of labour (nine) having been fixed by that body in 1895. No provision is made in contracts for the protection of the labour to be employed, as all work, except buildings, is carried on by day labour.

#### SYDNEY, N.S.

A resolution was adopted by the City Council of Sydney on July 2, 1909, in the following terms:—

"In all contracts hereafter entered into by the City in the performance of which labour shall necessarily be employed in the city, there shall be inserted the following provisos:—

"1. A Fair Wage Schedule arranged annually on or before the fifteenth day of July in each year by a special committee of Council and a committee of the Trades and Labour Council;

"2. A provision against sub-letting on the part of the contractor without the City's consent, and in the event of sub-letting that all the terms of the contract be binding upon the sub-contractor;

"3. That preference be given in the employment of labourers to residents of the City of Sydney;

"4. Such other provisions, as in the opinion of the committee having charge of the matter, are essential to the effective accomplishment of the objects sought herein."

These regulations are applicable to all work done under contract, such as new buildings, sewer extensions, and concrete and gutter sidewalks.

In accordance with the above resolution a schedule specifying rates of wages and hours of labour is inserted in contracts, as well as other labour conditions, of which the following is given as an example:—

"The following conditions are incorporated in and shall form part of this specification:—

"1. The contractor shall not assign or sublet this contract or any part or parts thereof for the execution of all or any portion of the work included in this contract without the consent of the City Council, and if such sub-letting is consented to by the City Council all the terms of the contract shall be binding upon the sub-contractors.

"2. All workmen employed upon the work comprehended in and to be executed pursuant to the said contract shall be residents of the city of Sydney, unless the Board of Works is of opinion that local labour is not available or that emergencies or other special circumstances exist which would render it contrary to the interest of the public to enforce the foregoing condition in respect of the employment of resident labour.

"3. No workman employed upon the said work shall at any time be paid less than the minimum rate of wages set forth in the Fair Wages Schedule following."

At this point a list of the classes of labour to be employed, the minimum rates of wages to be paid, and the maximum number of hours to be worked is inserted. A violation of the Fair Wages Schedule is regarded as a breach of contract. The workmen concerned complain to the Trades and Labour Council when necessary.

TRURO, N.S.

All work in Truro is carried on by day labour by special resolution of the Council at such times as conditions and requirements arise. As far as possible, rate-payers of the town are employed, the rates of wages being fixed by the Town Engineer. It is stated that the rates of wages and hours of labour on municipal works are those prevailing in the district.

FREDERICTON, N.B.

There are no regulations in respect of the rates of wages or hours of labour of workmen employed by the City of Fredericton, either under contract or by day labour. Contractors are, however, usually required to give resident labour preference and to pay current rates of wages.



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ST. JOHN, N.B.

In 1905, by vote of Common Council, the rate of wages was fixed for day labour employed by the City of St. John in connection with water and sewerage, streets, ferries and wharves. No provision is made in contracts regarding rates of wages or hours of labour.

CHARLOTTETOWN, P.E.I.

All work under the authority of the City of Charlottetown is carried on by day labour. Resolutions are passed annually in Council fixing the rates of wages to be paid to all workmen employed by the City in connection with all general repairs and maintenance of property, concrete sidewalks, and macadam streets.

MONTREAL, QUE.

In April, 1910, a resolution was adopted by the City Council of Montreal providing that fair wage conditions should be inserted in all contracts awarded by the City. These conditions are in part as follows:—

“No workman employed on said works shall, under any circumstances, be paid a less rate of wages, or work a greater number of hours than is provided in the following list of fair wages:—

## FAIR WAGE SCHEDULE.

Trades	List of Wages, Per Day of 10 Hours, Not less than:

“The above list of fair wages must include all kinds of work required for the carrying out of any contract, but in case any work not included in the preceding list should have to be done, the Board of Commissioners, or any of their officials, may, as often as may be necessary, fix the figure on the minimum rate of wages to be paid for such work, said rate not to be below the current scale of wages in each trade or classified work for skilled labourers, in the City of Montreal.”

The number of hours to be worked is also provided for as follows:—

“The number of working hours per day, or per week, shall be ruled by the trade routine in the City of Montreal, for each of the classes of men employed on said works.

“The workmen on said works shall not be held to work more hours than is provided in said contract, except in case of urgency for the protection of citizens or of property or in any other case of urgency.”

The conditions also stipulate that the contractor shall not have the right to sell or transfer the contract or any part thereof, and that any such transfer or sub-contract shall not be considered as affecting in any way any of the conditions of the contract; that all workmen employed on the work shall be residents of the City of Montreal, unless the Board of Commissioners should decide that the workmen of Montreal are insufficient or that it would not be in the public interest on account of urgency, or owing to special circumstances, to enforce this condition; that before final payment is made to the contractor he must deposit with the Commissioners a detailed statement giving the names, the list of wages, the amounts

paid in or still due and unpaid (as the case may be), for wages and services rendered in the execution of said works; that the contractor shall furnish at least once a week, or more often, if required, to the Board of Commissioners or to any other party appointed for said purpose, a detailed statement showing the names of the men, the amount of wages, the amounts paid, and the balance due (if any) to any foreman, workman, labourer or teamster in connection with the execution of said works, separate books to be kept for employes engaged in connection with the execution of municipal works; that in case the contractor fails to pay the indemnity due to a foreman, workman or labourer on said works and a satisfactory claim is sent by them to the Commissioners, the City of Montreal shall pay such sums and shall charge the amounts against the contractor; that in case the foreman, the workman or the labourer shall be employed on part of the works covered by the said contract at a lower rate of wages than that specified in the schedule, the City shall have the right at all times to deduct from the sums due or to become due to the contractors, or to collect from the said contractor a sum equal to the difference of the salary due to such foreman, workman or labourer under his contract with the contractor and the wages fully due to him if the contractor had complied with the rules prescribed in the above mentioned schedule, and the City shall have the option of retaining the said money so deducted or to recover the same on its own account, or indemnify the workman as aforesaid; that no piece work shall be allowed; that the above conditions shall apply to sums of money payable to parties leasing horses and teams, and that they shall have the right to recover said sums as if they were salaried; that the Board of Commissioners when dissatisfied with the wages paid shall have the right to examine the specifications and the pay-lists of the contractor; that the list of fair wages and working hours shall be posted in a conspicuous place on or near the works being executed; that the Board of Commissioners may at any time appoint a fair wages officer; that any contract entered into by the contractor and any of his workmen by which the latter is to receive lower wages than those mentioned in the schedule shall be null and void; and that the City of Montreal shall in all its understandings given by tenders comply with the terms of said list of fair wages in every respect.

A Fair Wage Officer is employed by the City to enforce observance of the above conditions.

The same conditions in respect of wages and hours apply to work performed by day labour.

#### WESTMOUNT, QUE.

In work performed either by contract or by day labour, the prevailing rates of wages are paid, a clause being inserted in all contracts with the City of Westmount, as follows:—

“The contractor shall pay or cause to be paid to all mechanics, workmen and labourers employed by him or by any sub-contractor under him in the execution of this contract, the prevailing rate of wages for such work as the said mechanic, workmen and labourers may be engaged upon, and being the rate of wages prevailing at the date of the specifications for this contract, and which shall remain at the said rate until the completion thereof.

“The decision of the City Surveyor in case of dispute as to the rate of wages to be paid under this contract, or as to the amount to be paid to any mechanic, workman or labourer, shall be final and binding upon all parties.

“In case the contractor fails to pay any mechanic, workman or labourer employed by him in the execution of this contract, the Corporation may pay any balance necessary to make up the amount and charge it to the contractor.

“No allowance or extension of time will be allowed the contractor on account of strikes due to any demand for increased pay on the part of his or

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their employés, unless it can be shown to the satisfaction of the City Surveyor that all skilled labour making demand is receiving prevailing rate of wages and, common labour, 17½ cents per hour."

The rate for common labour is the only rate specified. The city surveyor has authority to see that contract conditions are observed.

## VALLEYFIELD, QUE.

All work performed by the City of Valleyfield is done by day labour, which is paid for at the rate of \$1.50 per day. Each by-law granting bonuses, exemption from taxation, &c., binds employers to give a fixed monthly wage to a fixed number of men. When an affidavit of a complaint is filed a special member of the City Council is charged to make a full investigation.

## SOREL, QUE.

The Municipal Board of Sorel fixes wages and hours of labour for day labour. There is a by-law concerning masters and servants respecting mutual duties and rates of pay. This applies to all kinds of work, subject to mutual agreement between both parties.

## OTTAWA, ONT.

On September 21, 1908, By-law No. 2,802, was passed by the City Council of Ottawa, providing for the protection of all workmen employed by the City in respect of the rates of wages, hours of labour, and other conditions of employment. This by-law was amended by By-law No. 2,923, which was passed on July 19, 1909. The labour conditions prescribed by these by-laws provide for the insertion of a minimum scale of wages in all civic contracts; that the contractor shall not assign or sub-let the contract or any part or parts thereof; that all workmen employed upon the work shall be residents of Ottawa, unless the Board of Control is of opinion that Ottawa labour is not available, or that emergencies or other special circumstances exist which render it contrary to the public interest to enforce this condition; that the schedule is intended to include all the classes of labour required for the performance of the work, but if any labour is required which is not provided for, the Board of Control shall have the power to fix the minimum rate of wages payable for such labour; that the contractor shall not be entitled to the payment of any money unless and until he shall have filed in the office of the Secretary of the Board of Control a statement showing the names, rates of wages, amounts paid and amounts (if any) due and unpaid for wages, for work and labour done by any foreman, workman, labourer or team employed upon the said work, such statement to be attested by the statutory declaration of the contractor, or whomsoever the Board of Control may require; that in the event of default being made in the payment of any money owing in respect of wages of any foreman, workman or labourer employed on the work, and if a claim therefor is filed in the office of the Secretary of the Board of Control and proof thereof is furnished, the Board may order the payment of all such claims and the amounts so paid shall be deemed payments to the contractor; that no portion of the work shall be done by piece-work; that the number of working hours in the day or week shall be determined by the custom of the trade in the City of Ottawa; that the workmen employed shall not be required to work for longer hours than those fixed by the custom of the trade except for the protection of life or property, or in the case of other emergencies; that these conditions shall extend and apply to moneys payable for the use or hire of horses or teams, and the persons entitled to payment for the use or hire of horses or teams shall have the like rights in respect of moneys so owing them as if such moneys



were payable in respect of wages; and that the contractor must furnish a sworn statement that all goods and materials supplied for the work in the execution of the contract have been paid for, otherwise the Board may pay any claims, and charge same to the contractor.

The conditions above mentioned are also adhered to in all civic works carried on by day labour.

A general clause is inserted in all contracts in the following terms:

"And the said contractors do hereby further covenant and agree with the said City that upon the construction of the said works they will employ residents of the said City of Ottawa, in preference to persons not residing therein; that nine hours' labour shall constitute a day's work for any person employed by them on the said works; that they will pay not less than 20 cents per hour to all persons employed by them on the works, and in the event of any person so employed by them on the said works being paid less than 20 cents per hour, the said City shall have the right to pay such person the difference between the amount paid him by the said contractors while employed upon the said works and what he ought to have been paid while so employed at the said rate of 20 cents per hour, and to deduct the amount so paid from any moneys payable by the said City to the said contractors on any account whatever."

Civic officials are required to take all necessary steps to secure compliance with the By-laws above mentioned.

#### HAWKESBURY, ONT.

A motion was passed in Council, over three years ago, requiring payment to anybody doing manual work for the Corporation of at least \$1.50 per day of ten hours. A general clause is inserted in all contracts stipulating that workmen shall be paid the same rate and work the same number of hours as above mentioned.

#### BROCKVILLE, ONT.

There are no regulations in respect of the rates of wages and the hours of labour of workmen employed by the Corporation of the City of Brockville, but all contracts awarded by the City contain a stipulation that the current rate of wages shall be paid to workmen and that nine hours shall constitute a day's work.

#### LINDSAY, ONT.

In 1904, a regulation was adopted by the Corporation of Lindsay making provision for the protection of workmen as respects rates of wages and hours of labour. This regulation calls for payment of the current rates of wages.

The general specifications for walks, sewers, and other permanent improvements, which are made part of all contracts, provide as follows:—

"The contractor shall pay or cause to be paid to all mechanics, workmen and labourers employed by him or by any sub-contractor under him in the execution of this contract, the union or prevailing rate of wages for such work as the said mechanics, workmen and labourers may be engaged upon, and being the rate of wages prevailing at the date of specifications for this contract, and which shall remain at the said rate until the completion thereof.

"The contractor shall employ only citizens who have resided in the town for a period of at least six months, or whose families have become residents of the town, and he shall not compel or permit the workmen he employs to work more than ten hours a day, except in cases of emergency, and then only by written permission of the Inspector on the work."

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## TORONTO, ONT.

On December 18, 1893, By-law No. 3,206 was passed by the City Council of Toronto, providing: (1) for payment by civic contractors to their workmen of the union or prevailing rate of wages at the date of the specification accompanying the tender, such rate to remain in force until the completion of the said contract; (2) that the decision of the City Engineer in case of any dispute as to the rate of wages to be paid under the by-law shall be final and binding upon all parties; and, (3) that in case the contractor fails to pay any workman the wages due him the City may pay and charge such amount to the contractor. A report of the Board of Control was adopted on October 30, 1899, which provided for a working day of nine hours. These regulations apply to all work paid for by the Municipality of Toronto.

The general clause which is inserted in all contracts is in the following terms:

"The contractor shall pay or cause to be paid to all mechanics, workmen and labourers employed by him or by any sub-contractor under him in the execution of this contract, the union or prevailing rate of wages for such work as the said mechanics, workmen, and labourers may be engaged upon, and being the rate of wages prevailing at the date of the specifications for this contract, and which shall remain at the said rate until the completion thereof; and the contractor shall pay or cause to be paid to all workmen employed by him or by any sub-contractor under him in the execution of this contract the minimum wage of 18 cents per hour.

"The contractor shall not compel or permit the workman he employs to work more than nine hours a day except in cases of emergency, and then only by written permission of the City Engineer. The provisions of this clause shall not, however, apply to any work which is of necessity done outside the City of Toronto."

## HAMILTON, ONT.

In 1895, a resolution in the following terms was adopted by the City Council of Hamilton, applicable to all classes of workmen, whether employed by day labour or under contract, and providing for the insertion of a general clause in all civic contracts:

"Resolved, That in every contract hereafter entered into with the City Corporation for the erection of buildings, construction of sewers or other public works, or for any other services in the performance of which workmen are employed, it shall be made a condition of the contract that the workmen employed in the performance of the work or service contracted for shall be paid the current rate of wages, and shall be required to work only during the hours established for the trades in which they are employed, but in no case shall the wages so paid be less than fifteen cents an hour, and the contract shall contain a covenant with the City Corporation on the part of the contractor that such current wages shall be paid to the workmen employed in carrying out the contract, and that such workmen shall be required to work only during the hours so established."

## GUELPH, ONT.

On April 4, 1910, By-law No. 753, in the following terms, was passed by the City Council of Guelph:

"The minimum rate of wages for labourers employed by the Corporation of the City of Guelph, on City work shall be twenty cents per hour and for ten hours per day."

A general clause is accordingly inserted in all civic contracts as follows:

"The contractor shall, as far as practicable, employ labourers *bona fide* residents of the City of Guelph, and shall pay not less than the Corporation rate of wages."

## BERLIN, ONT.

The rates of wages to be paid to all workmen employed by the Town of Berlin on sewer work, roadway and cement walk construction, whether by day labour or under contract, are fixed annually by resolution of the Town Council. A general clause is inserted in all contracts in the following terms:

"All unskilled labourers on the work shall be residents of the Town of Berlin, and shall be paid the prevailing rate of wages."

## BRANTFORD, ONT.

On March 27, 1899, By-law No. 620, was passed by the City Council of Brantford, providing for the protection of workmen employed on all classes of works whether by day labour or under contract.

A general clause is accordingly inserted in all civic contracts in the following terms:

"The contract to be fulfilled under the conditions of By-law No. 620 of the City of Brantford, which provides that the contractor shall pay to all mechanics, workmen or labourers to be employed by him in the execution of the contract the prevailing union rate of wages for such work as the said mechanics, workmen or labourers may be engaged upon, and being the rate of wages prevailing at the date of the specifications, accompanying the tender for such work. Residents of Brantford shall be employed for labour as far as possible."

The City Engineer is authorized to enforce the By-law and has power to withhold estimate if the Contractor violates the regulation.

## LONDON, ONT.

On August 5, 1895, By-law No. 924, was passed by the City Council of London, providing for the payment by civic contractors to their workmen of the prevailing union rate of wages, also that the decision of the City Engineer, in case of dispute as to the rate of wages to be paid under the by-law, shall be final and conclusive upon all parties to the said contracts; and that in case any contractor fails to pay to any mechanic, workman or labourer employed by him in the execution of the said contract the prevailing rate of wages, and a claim is presented to the Corporation of the City of London in writing within thirty days after the completion of the contract the City may pay such claim and deduct the amount from any moneys payable by the Corporation to the contractor.

A clause is accordingly inserted in the general conditions which form part of all contracts with the Corporation of the City of London, as follows:

"The contractor must pay his labourers an amount equal to at least one dollar and a quarter for a day's work of nine hours, and must conform to the provisions of the City Standard Wages By-law."

It is also stipulated in these conditions that workmen employed on the works must be citizens of London, it being permissible, however, to bring skilled mechanics, foremen, &c., from other places when they are not procurable in the City of London; that the contractor shall not sub-let or under-let any portion of the works, but must construct and carry on the same with his own men and under his own supervision; and that the City Engineer may from time to time pay all wages of agents, foremen, engineers, mechanics and men employed in and about the said works and charge the contractor therewith.

Should the contractor not comply with the foregoing conditions he must give up his contract.



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## PETROLEA, ONT.

A general clause, in the following terms, is inserted in all contracts with the Town of Petrolea:—

“The contractor covenants with the Corporation and agrees he will employ labourers whenever available who are *bona fide* residents of the town of Petrolea, at the current rate of wages for such labourers, with the exception of skilled labour, as it shall be necessary for the contractor to employ; and will also employ teams whenever available owned by *bona fide* residents of the said town at the current rates of wages whenever necessary that teams shall be employed in the course of the construction of the work contemplated by this contract.”

## SARNIA, ONT.

No regulations have been adopted by the Town of Sarnia respecting the rates of wages to be paid to workmen, or the hours of labour which should constitute a working day. A condition is, however, inserted in all contracts that workmen employed in connection therewith must be residents of Canada, this provision being applicable also to works carried on by day labour.

## GODERICH, ONT.

A regulation has been adopted, providing that workmen should be engaged at \$1.75 per day, or seventeen and one-half cents per hour, and teams and teamsters at \$3.50 per day or thirty-five cents per hour. This applies to all classes of work performed by Corporation labourers, including sewers, drains, gravelling, repairs of various kinds. There are no provisions inserted in contracts for the protection of workmen in respect of the rates of wages or hours of labour, but it is stipulated that in case any workmen employed by the contractor are unpaid at the completion of the work, or at any time, the Town shall have the right to pay such wages upon the report of the Town Engineer and to charge the same against the contractor.

## OWEN SOUND, ONT.

In 1910 a resolution was adopted by the Corporation of Owen Sound, fixing the standard rate of wages for day labourers at \$2 per day. This applies to labourers in the employ of the Board of Works, Electric Light Plant, Gas Works, Waterworks Department, &c. There is no provision made in civic contracts for the protection of workmen in respect of the rates of wages or the hours of labour.

## SAULT STE. MARIE, ONT.

No regulations have been adopted by the Town of Sault Ste. Marie in respect of the rates of wages and hours of labour of workmen employed by the Town Council. Twenty per cent. of money due for payment of work performed to contractor is held for forty days after completion of the work, in order to satisfy any claims for labour or otherwise.

## PORT ARTHUR, ONT.

On February 22, 1909, Resolution No. 169 was adopted by the City Council of Port Arthur, providing for the insertion of a Fair Wages Schedule, specifying rates of wages to be paid to workmen employed on all contracts entered into by the City. No provision is made regarding hours of labour, but the working day is understood to consist of ten hours. As respects day labour the minimum wage is 20 cents per hour.

## FORT WILLIAM, ONT.

In June, 1906, a set of general conditions was adopted by the City Council of Fort William, and forms part of all contracts with the City Engineer's Department, all city work being handled by that Department, including sewers, sidewalks, paving, waterworks, electric light, telephone, street railway and public buildings of all kinds (except schools). The provisions in respect of wages which are inserted in contracts are applicable also to works carried on by day labour; no provision is, however, made in respect of the hours of labour.

The terms of the general clause which is inserted in contracts are as follows:

"The contractor shall pay or cause to be paid to all mechanics, workmen and labourers employed by him or by any sub-contractor under him in the execution of this contract, the union or prevailing rate of wages for such work as the said mechanics, workmen, and labourers may be engaged upon, and being the rate of wages prevailing at the date of the specifications for this contract which shall remain at the said rate until the completion thereof.

"The decision of the Engineer, in case of dispute as to the rate of wages to be paid under this contract, or as to the amount to be paid to any workman, shall be final and binding on all parties.

"In case the contractor fails to pay any mechanic, workman or labourer employed by him in the execution of this contract the rate of wages hereinbefore provided, the Corporation may pay any balance necessary to make up this amount and charge it to the contractor."

Periodical investigations are made by the City Engineer to see that the above conditions are complied with.

## WINNIPEG, MAN.

In 1905, the City Council of Winnipeg adopted a Fair Wages Clause to be inserted in all contracts with the City, and in 1908, it was extended by the adoption of the report of a special Committee. The conditions regarding the rates of wages and the hours of labour are in the following terms:—

"No workman employed upon the said work shall at any time be paid less than the minimum rate of wages, nor work more than the specified number of hours set forth in the Fair Wage Schedule following:—

## FAIR WAGE SCHEDULE.

Contract for construction of.....at.....

Trade or Class of Labour.	Rate of Wages, not less than the following per hour.	Not more than the following hours per day.

"The foregoing schedule is intended to include all the classes of labour required for the performance of the work, but if any labour is required for the performance of the work, which is not provided for by any of the items in the above schedule, the Board of Control or some officer appointed by them, whenever and as often as the case arises, shall have power to fix the minimum rate of wages payable in respect of any such labour, which minimum rate shall not be less than the rate of wages generally accepted as current in each trade or class of labour for competent workmen in the City of Winnipeg.

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“The number of working hours in the day or week shall be determined by the custom of the trade in the City of Winnipeg, for each of the different classes of labour employed upon the work.

“The workmen employed in the performance of the said contract shall not be required to work for longer hours than those fixed in this contract except for the protection of life or property or in case of emergencies.”

These conditions also stipulate that the contractor shall not assign or sublet the contract or any part or parts thereof, and no pretended assignment or sub-contract will be recognized or in any way affect any of the provisions of the contract; that all workmen employed upon the work shall be residents of the City of Winnipeg, unless such residents are not available or that special circumstances render it contrary to the public interest to enforce such provision; that the contractor shall not be entitled to the payment of any money until he shall have filed in the office of the Board of Control a statement showing the name, rate of wages, amounts paid, and amount (if any) due and unpaid for wages for work and labour done by any foreman, workman, labourer or team employed upon the work, such statement to be attested by the statutory declaration of the contractor or of such other person or persons as the Board of Control may deem necessary in order to satisfy them that the conditions have been complied with; that the contractor shall at least once a week furnish the Board of Control or such person or persons as they may appoint, with a statement showing the name, rate of wages, amounts paid and amounts (if any) due and unpaid for wages and labour done by any foreman, workman, labourer or team employed upon the work; that in the event of default being made in the payment of any money owing in respect of wages of any foreman, workman or labourer employed upon the work, and if a claim is filed in the office of the Board of Control and proof thereof satisfactory to the Board is furnished, the City of Winnipeg may pay such claim, and the amounts so paid shall be deemed a payment to the contractor; that if any foreman, workman, or labourer is employed by the contractor to work at a wage less than that specified in the foregoing schedule, the City shall be entitled at any time or times to deduct from the monies due or accruing due to the contractor, or to recover from the contractor a sum equal to the difference between such lesser wages actually earned by such foreman, workman or labourer in accordance with his agreement, and the City may either retain the amount so deducted or pay the same over to the workman; that no portion of the work shall be done by piece-work; that the conditions shall extend and apply to monies payable for the use or hire of horses and teams, and the persons entitled to such payment shall have the like right in respect of monies so owing to them, as if such monies were payable in respect of wages; that whenever the Board of Control or such other persons as the Board of Control may indicate or require is not satisfied as to the wages paid under the foregoing clauses, they shall have the power to examine all time sheets and pay rolls of the contractors; that the schedule of working hours and wages paid in the different branches of work shall be posted in a conspicuous place, at or near where the work is in progress; that the Board of Control may from time to time depute any person to act in the capacity and perform the duties of Fair Wage Officer; that any agreement made between the contractor and any of the persons employed upon the said work, by which the employé is to accept a lesser wage than that specified, or by which any of the conditions are violated, shall be null and void; and that it shall be incumbent on the City of Winnipeg in the performance of any work or works for which tenders have been asked to abide by the terms of the foregoing schedule, both as to rates of wages and as to the number of working hours.

The same conditions in respect of rates of wages and hours of labour apply to work performed by day labour.

In the preparation of Fair Wages Schedules the current rates of wages are



obtained from the Provincial Fair Wage Officer. Any complaint of violation is investigated by the proper authorities having jurisdiction over the contract or work in question.

#### BRANDON, MAN.

Most of the work performed under the authority of the City of Brandon is done by day labour, the present rate of wages being from \$1.75 to \$2 for a 10-hour day. Whenever a contract is let a Fair Wage Clause is inserted for the protection of the workmen employed thereunder.

#### REGINA, SASK.

In 1909, a resolution was adopted by the City Council of Regina, which provided for the insertion in all civic contracts of conditions stipulating that wages should be paid every two weeks, and that all things being equal, preference should be given to residents of Regina and British subjects. These provisions are also applicable to works carried on by day labour. The Fair Wages Officer of the Provincial Government exercises a general supervision.

#### SASKATOON, SASK.

In July, 1909, a resolution was adopted by the City Council of Saskatoon, in the following terms:—

“That in all future City Contracts a minimum wage clause of 20 cents per hour be inserted.”

This applies to all municipal works, including sewerage works, water works, sidewalks and construction of bridges and subways. The terms of the general clause which is inserted in contracts are as follows:—

“The contractor for labour shall employ labourers *bona fide* residents of the City of Saskatoon as far as practicable, and shall adopt a minimum wage scale for unskilled labour of 20 cents per hour.”

Provision is also made in contracts that the contractor must take every precaution to protect his workmen against accident and injury whilst engaged on the work, as well as provisions regarding sanitary conditions of employment.

These provisions are also applicable to works carried on by day labour. Whenever a schedule specifying rates of wages to be paid is inserted in a contract, the information on which such schedule is based is obtained by comparison with the current rates in neighbouring cities.

#### PRINCE ALBERT, SASK.

In 1908, a resolution was adopted by the City Council of Prince Albert, providing for the insertion in all contracts awarded by the City, in connection with the water works, sewerage, &c., of a general clause respecting the minimum rate of wages to be paid for common labour. The clause in question is in the following terms:—

“The wages paid by the contractor for common labour on this contract shall not be less than twenty (20) cents per hour.”

No provision is made in respect of work carried on by day labour. All work is under control of the City Engineer.

#### MEDICINE HAT, ALTA.

A regulation has been adopted on the recommendation of the Public Works Committee of the City of Medicine Hat, providing for the payment to labourers of 25 cents per hour for nine hours' work. This applies to the construction and care

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of streets, sewers, water mains, concrete and plank sidewalks, retaining walls, subways, surface sewers and other municipal undertakings in which labour is required. All contracts to date have related only to the supply of materials.

## LETHBRIDGE, ALTA.

By resolution of the City Council of Lethbridge it was provided that a minimum wage clause should be inserted in all contracts, in the following terms: "That the contractor shall pay a minimum wage for labour of 25 cents per hour, as fixed in schedule of Trades and Labour Council, City of Lethbridge." The above clause is applicable also to works carried on by day labour; and includes all municipal works, such as cement sidewalk construction, grading, water works, sewerage work, power plant operation, and coal mining.

## CALGARY, ALTA.

In May, 1906, a resolution was adopted by the City Council of Calgary, in the following terms: "That a fair wage clause be inserted in City contracts similar to that existing in contracts of the Dominion." A general clause is inserted in all municipal contracts, as follows:—

"The contractor shall pay to all workmen employed upon the work the minimum wage of 25 cents per hour, and if he fails to do so the City may pay the balance necessary to make up this amount, and charge same to the contractor." The foregoing provisions are applicable also to works carried on by day labour.

## EDMONTON, ALTA.

In April, 1908, a report was adopted by the City Council of Edmonton fixing labourers' wages at twenty-five (25) cents per hour for a nine-hour day, and in May, 1909, a resolution was passed adopting a Fair Wage Clause to govern the rates of wages paid to workmen of different trades, the same to be the regular scale of wages paid by the Builders' Exchange.

The general clause is inserted in all City contracts, in the following terms:—

"The contractor shall pay to all mechanics and workmen the scale of wages at the time being in force in the City of Edmonton, in the respective building trades, and shall pay to all unskilled labourers employed by him in and about the execution of this work or any part thereof wages, and wages overtime at a rate of not less than \$2.25 per day for a day of nine hours, and shall at any time and from time to time during the continuance of this contract whenever called on so to do by the City Commissioners, produce to them or such officer or officers of the City as the said Commissioners shall direct, the time and wages book and sheets of the contractor, in order to show to the satisfaction of the Commissioners or such officer whether or not the stipulations contained in this clause have been and are complied with. And should from time to time any workmen in the employment of the contractor be not paid the said rates of wages, the Corporation may pay to any workman or workmen who have been so underpaid, the difference between the amount he or they should have been paid if this stipulation as to wages had been observed, and may deduct from any moneys due or to become due under this contract the amount of the difference so paid to such workman or workmen."

The length of the working day and the rates of wages paid are the same for work performed by day labour as for contract work. The schedule of wages is fixed by comparing with wages paid in other places similarly situated and by taking into consideration the cost of living, rents, &c.

## NELSON, B.C.

On June 14, 1909, the Municipal Council of Nelson adopted a resolution providing for the payment of the union scale of wages for an eight-hour day. This resolution applies to work performed by day labour and by contract, and refers to work done on streets, sidewalks, cement sidewalks, &c. The general clause which is inserted in municipal contracts is in the following terms:—

“And said contractors further covenant and agree that in consideration of the payments being made as hereinafter set forth, they will pay each workman engaged by them upon the work not less than the daily wage of. . . . . dollars, and that the engineer shall have the right to discharge any workman engaged at a lesser wage, upon twelve hours’ notice.”

## ROSSLAND, B.C.

In June, 1907, a resolution was adopted by the Corporation of Rossland, providing that eight hours should constitute a working day, and that wages should be \$3.50 per day. These provisions apply to work carried on by day labour, such as street cleaning and repairing, street improvements, sewer construction and repairs, waterworks construction and repairs, &c.

Provisions are also inserted in municipal contracts for the protection of workmen in respect of the rates of wages and hours of labour. The city engineer is empowered to enforce the observance of the above mentioned resolution.

## NEW WESTMINSTER, B.C.

The current rates of wages are paid for all work, whether by contract or by day labour, under the authority of the City Council of New Westminster; the hours of labour are also limited to nine for each working day.

In the printed form of specifications and conditions of contract which is used in connection with all contracts entered into by the City, the following clauses in respect of rates of wages and hours of labour are inserted:—

“The contractor shall not employ upon the work, or in connection therewith, any workman or employé for more than nine hours per day of twenty-four hours.

“The working day shall commence at seven o’clock a.m. and shall end at five o’clock p.m. If two or more shifts of men are working in one day, the same men shall not be permitted to work on more than one shift, and such shifts shall not be considered overtime. Overtime shall not be allowed under any pretence whatever, except when human life is in jeopardy, or when property is in danger of destruction. In such cases, overtime will be allowed until the work is secured from danger, but no longer. This applies only when extra work has been ordered by the engineer.

“The contractor shall pay or cause to be paid to any workmen, artisans, mechanics or labourers employed by him on or in connection with this work, a rate of wages not less than is generally accepted as current in the City of New Westminster for competent workmen, artisans, mechanics or labourers, when employed on similar work.”

It is also provided in the specifications and conditions of contract above mentioned that the contractor shall not be allowed to sub-let the works or any part thereof, without the consent in writing of the Corporation or the city engineer; that before final payment is made, the contractor shall produce to the engineer satisfactory evidence that all just claims and demands of its employés or of parties from whom materials used in the construction of the work may have been purchased or procured are fully satisfied; that the contractor shall keep a proper pay-roll and shall produce the same and all receipts for inspection by the city engineer or any person authorized by the Corporation, when called upon; also that the contractor shall not employ on the work, either directly or indirectly, any Asiatic or person of the Asiatic race; and that no Sunday labour shall be allowed.



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VANCOUVER, B.C.

In January, 1910, a resolution was adopted by the City Council of Vancouver, providing for the eight-hour day clause which is now inserted in all municipal contracts. A plebiscite was taken at the municipal elections preceding the adoption of the above resolution as to whether the people approved or not of paying City workmen the same rate of pay for eight as for nine hours' work per day. The plebiscite in question was passed. Other clauses in the contract form now used were adopted from time to time, the last revision being made in July, 1910.

The clauses relating to the rates of wages and the hours of labour which are inserted in all contracts entered into by the City, are in the following terms:—

“The contractor shall not employ upon the work or in connection therewith any workman or employé for more than eight hours in any one day of twenty-four hours during the continuance of this contract. The working day shall commence at eight o'clock a.m. and end at five o'clock p.m. The noon-hour may be curtailed by special agreement between the contractor and the majority of the employés, but not in such a manner as to permit more than eight hours' work in any one day of twenty-four hours. But if two or more shifts of men are working in one day, the same men shall not be permitted to work on more than one shift, and such shift shall not be considered overtime. Overtime shall not be allowed under any pretence whatever, except when human life is in jeopardy or property in danger of destruction. In such case overtime will be allowed until the work is secure from danger, and no longer, except by a written order signed by the city engineer and the chairman of the board of works, and all such overtime shall be rated at time and a half, and in the event of the contractor employing or permitting any workman or employé to work on this contract for more than eight hours in any one of twenty-four hours, contrary to the provisions of this contract, he shall forfeit and pay to the Corporation the sum of \$5 per hour or portion of an hour for each and every man over the said eight hours that he shall so employ or permit any workman or employé so to work, which sum or sums shall be liquidated and ascertained damages and may be recovered by action or deducted by the Corporation from any sum or sums due or to become due to the contractor under this contract or otherwise. And it is expressly hereby agreed to by the contractor as to the time of employment of workmen on the said works, and in the event of the contractor making any breach of the said conditions, the Corporation may at any time after such breach, by notice terminate the said contract, and the contractor shall in such case have no claim against the Corporation for compensation or damages by reason of such termination.

“The contractor will pay or cause to be paid to any workmen, artisans, mechanics and labourers employed by.....under or in connection with this contract a rate of wages not less than generally accepted as current in the City of Vancouver for competent workmen, artisans or mechanics, when employed in similar work to that hereby contracted to be performed and carried out, and the contractor shall pay or cause to be paid to all workmen employed by him or by any sub-contractor under him in the execution of this contract, the minimum wage of 28 cents per hour.”

Provision is also made that the contractor shall not employ upon the work mentioned in the contract either directly or indirectly any Asiatic or person of the Asiatic race; also that the contractor shall not, without the consent in writing of the Corporation, assign, transfer, or sub-let any portion of the works, but must construct and carry on the same with his own men and under his own supervision. All pay-rolls belonging to contractors engaged in work for the City have to be submitted and examined by the city accountant before payment for contract

work is made. Inspectors are employed by the City to examine work carried on by contractors, and they are instructed to see that the hours provided for in the contracts are observed. The provisions for rates of wages and hours of labour used in connection with contract work are also applicable to works carried on by day labour.

VICTORIA, B.C.

For several years a regulation has been in force by which it is provided that no Asiatics are to be employed on any work undertaken by the City of Victoria, and specifying also that union rates of wages shall be paid for all work under contract and by day labour, except in special cases, at the discretion of the city engineer, who is empowered to enforce the above regulation.

NANAIMO, B.C.

Section 318 of the Municipal Clauses Act (Provincial) provides for the insertion in all contracts of a general clause by which the rate for day labour is fixed by resolution or direction of the municipal council. These regulations apply to labourers, rockmen, machinists, mechanics of all sorts, axemen, &c.

The general clause which is accordingly inserted in municipal contracts is in the following terms.

"The contractors will pay or cause to be paid to any workmen, artisans, mechanics and labourers employed by them under or in connection with this contract a rate of wages not less than that generally accepted as current in the City of Nanaimo for competent workmen, artisans or mechanics when employed in similar work to that hereby contracted to be performed and carried out."

#### School Board Fair Wage Regulations.

So far as the Department was informed there are no specified regulations in respect of the rates of wages and hours of labour of workmen employed in connection with the execution of works under the authority of the School Boards of Prince Edward Island, Nova Scotia, New Brunswick, Quebec, Alberta and Saskatchewan.

TORONTO, ONT.

The Board of Education of Toronto, Ont., adopted a regulation relating to wages in 1894, and a regulation relating to hours of labour in 1909, applicable to all classes of workmen engaged in the various building trades, cabinet makers and labourers. The general clause which is inserted in all contracts is in part as follows:—

"And guarantee to pay all workmen employed by ..... or engaged on behalf..... in the said work, the union or prevailing rate of wages and that the said wages shall be paid for as many hours as constitute a union day or a day according to the prevailing practice of trade."

OTTAWA, ONT.

The Separate School Board of Ottawa, Ont., provides for a specified rate of wages to be paid for work under contract and by day labour. A general clause is inserted in all contracts requiring the payment of such rates of wages. All labour employed on the building of Separate Schools must be according to Fair Wages By-law No. 2,802 of the City of Ottawa, which specifies rates of wages for different trades and stipulates that workmen shall not be required to work longer hours than those fixed by the custom of the trades in the City of Ottawa.

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## WINNIPEG, MAN.

Under the policy followed by the School Board of Winnipeg, all large school buildings and works are carried on under contract awarded by public tender. Minor works and alterations are carried on by day labour. Works carried on by day labour are under the immediate supervision of the Commissioner of Buildings and the regular rates of wages are paid. On April 9, 1908, a general clause was adopted for insertion in all specifications and the specifications are approved before calling for tenders. The general clause is in the following terms:—

“The workmen employed in any capacity in connection with the work to be done under these specifications shall work only the number of hours each day as is prescribed by custom in Winnipeg for such trade, and no workman shall be paid less than the generally accepted rate of wages as same may be agreed upon from time to time between the contractors and representatives of the Labour Union of each trade. The contractor for this contract shall not lower the wages thus fixed upon until a new agreement has been made. Where no agreement has been arrived at, as before specified, with regard to the wages to the workmen of any particular trade, such wages shall be as high as are being generally paid to workmen of that trade by a majority of the seven building contractors doing business in the City, the amount of whose contracts at the time aggregate the largest, as shown by the records of the City Building Inspector. The Contractor shall arrange for an Accident Insurance Policy to be taken out in a responsible Company, covering all the workmen who are engaged upon the work from time to time until completion, and in case of an accident shall see that the workman injured is cared for and receives the amount due him under the policy mentioned.”

Pay sheets are examined before payment of any progress estimate to see that workmen are receiving the rates of wages agreed upon between the workmen of any trade and the Builders' Exchange.

## VANCOUVER, B.C.

In work performed for the School Board of Vancouver, either by contract or by day labour, provision is made for the payment to the workmen employed of the prevailing rates of wages, the same being governed by the rates adopted by the City Council and by Labour Unions.

## NEW WESTMINSTER, B.C.

Work performed for the Public School Board of New Westminster is chiefly by contract. Current rates are expected to be paid to the workmen employed, nine hours being customary for a day's work. When any contracts are let, rules governing City contracts apply. These rules include provisions for a nine-hour day and for the payment of a rate of wages not less than that generally accepted as current in the City of New Westminster.



## FAIR WAGES ON PUBLIC CONTRACT WORK.

During the past year the Department of Labour, which is entrusted with the administration and enforcement of what is commonly known as the Fair Wages Policy of the Dominion Government, prepared and furnished to various Departments, 275 Fair Wages Schedules for insertion in public contracts, and for use, in certain instances, in connection with public works to be executed by day labour.

The rates of wages fixed in these Schedules are based on the current rates of the particular localities in which the work is to be done, and where there is no current rate or what might be regarded as a fair and reasonable rate, due regard being had to the cost of living in the localities in question.

The total number of Fair Wages Schedules which have been prepared since the inception of this Policy by the Dominion Government is 1,900, of which the Department of Railways and Canals have been furnished with nearly one-half, and the Department of Public Works with the next highest number. The number of Fair Wages Schedules prepared during the fiscal year 1909-10 was 148, or 127 less than for the past year. In addition to the enforcement of this Policy in respect of public works Fair Wages conditions have been inserted during the past year in a large number of contracts for departmental supplies. In the case of the Post Office Department the amount of supplies furnished under Fair Wages conditions was \$133,864.98.

During the year many requests have been received by the Department of Labour for information respecting the prevailing rates of wages and hours of labour in different parts of Canada, and an endeavour has been made, as far as possible, to satisfy all such requests, the tables compiled by the Fair Wages Officers being indeed in frequent demand for such purposes. The Fair Wages Officers have also been employed in conducting inquiries into cases in which complaint was made that the Fair Wages Schedules were not being lived up to by individual contractors.

The following tables show the number of Schedules arranged by Provinces prepared by the Fair Wages Officers during the fiscal year 1910-11, also the number of Schedules, arranged by years, prepared since the establishment of the Department:—

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI. A.R., No. 1.

STATISTICAL TABLE SHOWING BY PROVINCES THE "FAIR WAGES" SCHEDULES PREPARED BY THE DEPARTMENT OF LABOUR FOR DEPARTMENTS OF THE GOVERNMENT DURING THE FINANCIAL YEAR ENDING MARCH 31, 1911.

Department of Government.	Nova Scotia	New Brunswick	Prince Edward Island.	Quebec	Ontario	Manitoba	Saskatchewan and Alberta.	British Columbia	Yukon	Total
Public Works.....	36	28	4	57	38	4	11	12	..	190
Railways and Canals.....	4	6	..	13	18	1	4	2	..	48
Marine and Fisheries.....	6	2	..	4	1	..	..	1	..	14
Militia and Defence.....	2	1	1	2	5	4	3	2	..	20
Miscellaneous.....	..	..	..	..	..	..	..	..	..	3
Total.....	48	37	5	76	62	9	18	17	..	275

## SESSIONAL PAPER No. 36

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI. A.R., No. 2.STATISTICAL TABLE OF "FAIR WAGES" SCHEDULES PREPARED BY YEARS BY THE DEPARTMENT OF LABOUR FOR DEPARTMENTS OF THE GOVERNMENT DURING THE PERIOD  
JULY 1900, TO MARCH 1911, INCLUSIVE.

Department of	1900-1	1901-2	1902-3	1903-4	1904-5	1905-6	1906-7	1907-8	1908-9	1909-10	1910-11	Grand Total
Public Works.....	63	13	11	116	72	41	53	95	125	43	190	822
Railways and Canals.....		1	50	89	153	95	84	93	163	79	48	855
Marine and Fisheries.....		17	12	18	21	8	10	23	18	14	14	155
Other Departments.....					2	3	3	11	14	12	23	68
Total.....	63	31	73	223	248	147	150	222	320	148	275	1900

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF PUBLIC WORKS AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULES PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1911.

Nature of Work.	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.		Issue of <i>Labour Gazette</i> in which Fair Wages schedule was published.
				\$	cts.	Vol. Page.
Cribwork breakwater.	Blue Rocks, N. S.	April 5.	July 29, 1910.	7,875	00	XI 342
Pile and cribwork breakwater.	Paspébiac East, Que.	" 6.	Dec. 14, 1910.	15,719	73	XI 796
Cribwork extension to wharf.	María, Que.	" 11.	July 29, 1910.	11,993	35	XI 341
Landing pier and approach.	Ayer's Cliff, Que.	" 11.	No contract.			
Extension to pier.	Kingsport, N. S.	" 11.	July 20, 1910.	10,675	00	XI 341
Public building.	Fergus, Ont.	" 15.	Sept. 3, 1910.	13,449	00	XI 467
Wharf.	Elora, Ont.	" 15.	Sept. 3, 1910.	12,949	00	XI 467
"	Bic, Que.	" 19.	Nov. 24, 1910.	33,810	00	XI 666
Cribwork breakwater.	Dublin Shore, N. S.	" 19.	July 29, 1910.	10,690	00	XI 341
"	Duncan's Cove, N. S.	" 19.	Jan. 9, 1911.	6,960	00	XI 882
Extension to breakwater.	Hampton, N. S.	" 19.	No contract.			
Cribwork block extension.	Kamouraska, Que.	" 19.	No contract.			
Cribwork and pile wharf.	Liscomb, N. S.	" 19.	Aug. 3, 1910.	2,200	00	XI 342
Public building.	Little River, N. S.	" 19.	Nov. 15, 1910.	14,900	00	XI 665
Dredging and breakwater.	Marville, Que.	" 19.	Sept. 29, 1910.	16,300	00	XI 468
Extension to wharf.	Matane River, Que.	" 21.	Aug. 29, 1910.	55,020	00	XI 466
Cribwork extension.	Miscou, N. B.	" 21.	July 12, 1910.	16,800	00	XI 255
Cribwork pier.	New Mills, N. B.	" 21.	Jan. 18, 1911.	11,480	00	XI 882
Wharf.	Ste. Croix, Que.	" 21.	Dec. 5, 1911.	22,000	00	XI 795
Approach to wharf.	Sackville, N. B.	" 21.	April 6, 1911.	30,643	00	XI 1,271
Cribwork wharf.	Spanish Ship Bay, N. S.	" 21.	No formal contract.			
Cribwork breakwater.	Shediac, N. B.	" 21.	Not mentioned.			
Cribwork wharf.	Sorel, Que.	" 21.	Aug. 9, 1910.	20,690	00	XI 105
Public building.	Westport, N. S.	" 21.	Not mentioned.	6,350	00	XI 343
Wharf.	Battleford, Sask.	" 21.	Not mentioned.			
Breakwater.	Gravenhurst, Ont.	" 21.	Oct. 29, 1910.	12,984	00	Not published.
Addition to wharf.	Port Hope, Ont.	" 21.	Feb. 16, 1911.			
Cribwork and span wharf.	Sault Ste. Marie, Ont.	" 21.	No contract.			
Cribwork and span wharf.	Port Felix, N. S.	" 23.	July 16, 1910.	16,400	00	XI 255
Breakwater.	Dover, N. S.	" 23.	Sept. 29, 1910.	4,309	00	XI 573
"	Dalhousie, N. B.	May 4.	Sept. 29, 1910.	3,836	00	XI 573
"	"	"	No contract.			



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Extension to breakwater.....	Tennessee, N. S.....	" 23.....	Sept. 7, 1910.....	5,475 00	XI	467
Cribwork wharf.....	Barrington Cove, N. S.....	" 23.....	Nov. 28, 1910.....	29,900 00	XI	794
Reconstruction of wharf.....	Rustico, P. E. I.....	" 23.....	Aug. 30, 1910.....	6,775 00	XI	467
Public building.....	Moncton, N. B.....	" 30.....	Nov. 28, 1910.....	5,739 00	XI	794
Crib and span wharf.....	Aylmer, Que.....	June 4.....	Nov. 4, 1910.....	8,974 00	XI	663
Revetment wall and dredging.....	Owen Sound, Ont.....	" 7.....	No contract.....			
Public building.....	Souris, Man.....	" 13.....	Oct. 12, 1910.....	21,000 00	XI	575
Examining warehouse.....	Vancouver, B. C.....	" 16.....	No contract.....			
Concrete breakwater.....	Richibucto Cape, N. B.....	" 17.....	No formal contract.....			
Public building.....	Arthabaska, Que.....	" 18.....	Oct. 15, 1910.....	22,000 00	Not published.	
Extension to breakwater.....	Megantic, Que.....	" 18.....	Nov. 11, 1910.....	18,000 00	XI	664
Wharf extension.....	Minningash, P. E. I.....	" 18.....	Sept. 29, 1910.....	3,337 00	XI	573
Public building.....	Montmagny, Que.....	" 18.....	Oct. 10, 1910.....	5,250 00	XI	575
Armoury building.....	Waterloo, Ont.....	" 27.....	Oct. 30, 1910.....	36,975 00	XI	576
"	Niagara Falls, Ont.....	July 2.....	Oct. 3, 1910.....	44,000 00	XI	573
"	Levis, Que.....	" 14.....	No contract.....			
Public building.....	Roberval, Que.....	" 9.....	Feb. 21, 1911.....	16,700 00	XI	1,017
Custom House.....	Mitchell, Ont.....	" 14.....	Mar. 24, 1911.....	21,195 00	XI	1,159
Retaining wall.....	Quebec, Que.....	" 14.....	Feb. 23, 1911.....	135,369 00	XI	1,156
Public building.....	Hamilton, Ont.....	" 18.....	Jan. 18, 1910.....	60,844 00	XI	883
"	Grand Forks, B. C.....	" 19.....	No contract.....			
"	Nanaimo, B. C.....	" 19.....	Dec. 22, 1910.....	23,441 00	XI	797
Extension to cribwork.....	Essex, Ont.....	" 19.....	No contract.....			
Cribwork and dredging.....	Pelee Island, Ont.....	" 20.....	Oct. 24, 1910.....	13,000 00	XI	576
Trestle work wharf.....	Warton, Ont.....	" 21.....	Nov. 3, 1910.....	13,990 00	XI	663
Public building.....	Shelbourne, N. S.....	" 21.....	Oct. 12, 1910.....	24,790 00	XI	576
"	Wolfville, N. S.....	July 21.....	Not mentioned.....			
"	Fairville, N. B.....	" 21.....	Not yet signed.....			
"	Grand Falls, N. B.....	" 21.....	Dec. 24, 1910.....	17,777 00	XI	796
"	Hardland, N. B.....	" 21.....	Nov. 19, 1910.....	16,700 00	Not published.	
"	Hillstoro, N. B.....	" 21.....	No contract.....			
"	Nelson, B. C.....	" 22.....	April 13, 1911.....	9,300 00	XI	1,272
"	Parsboro, N. S.....	" 22.....	No contract.....			
Cribwork wharf.....	St. Jacques, L'Acadie, Que.....	" 22.....	No contract.....			
Concrete Dam.....	Burke's Head, N. S.....	" 22.....	Jan. 9, 1911.....	35,490 00	XI	881
Ice pier.....	Richelieu River, Que.....	" 22.....	No contract.....			
Extension to breakwater.....	Riviere Onareau, Que.....	" 22.....	Nov. 2, 1910.....	2,478 00	XI	663
Public building.....	Dipper Harbour, N. B.....	" 28.....	Dec. 22, 1910.....	22,350 00	XI	797
"	Wetaskiwin, Alta.....	" 30.....	No contract.....			
"	Strathcona, Sask.....	" 30.....	Dec. 17, 1910.....	46,975 00	XI	796
Addition to Postal Station (C).....	Humbolt, Sask.....	Aug. 2.....	No contract.....			
"	Montreal, Que.....	" 3.....	No contract.....			
"	St. Louis Mile End, Que.....	" 3.....	No contract.....			
"	Montreal, Que.....	" 3.....	Jan. 11, 1911.....	4,890 00	XI	1,016
Public building.....	Weyburn, Sask.....	" 4.....	No contract.....			
Concrete breakwater.....	Port Arthur, Ont.....	" 4.....	No contract.....			
Armoury building.....	Summerside, P. E. I.....	" 4.....	Nov. 5, 1910.....	8,000 00	XI	664
Extension to wharf.....	Pointe Esquimaux, Que.....	" 4.....	No contract.....			
Public building.....	Portage la Prairie, Man.....	" 5.....	No contract.....			
Extension to breakwater.....	Margaree Harbour, N. S.....	" 6.....	Mar. 22, 1911.....	5,200 00	Not published.	
Landing pier and stone approach.....	St. Joseph de Sorel, Que.....	" 6.....	Dec. 15, 1910.....	9,250 00	XI	796
Cribwork wharf.....	New Edinburgh, N. S.....	" 6.....	Nov. 29, 1910.....	11,900 00	XI	794

DEPARTMENT OF LABOUR, Canada,  
STATISTICAL TABLES, XI, A. R., No. 3.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF PUBLIC WORKS AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULES PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1911.

Nature of Work.	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of <i>Labour Gazette</i> in which Fair Wages schedule was published.
				\$ cts.	Vol. Page.
Cribwork Wharf.....	Lakeport, Ont.....	Aug. 11.....	Nov. 7, 1910.....	16,430 00	XI 664
Public building.....	Goderich, Ont.....	" 13.....	Nov. 18, 1910.....	7,023 00	XI 665
" ".....	Listowell, Ont.....	" 15.....	April 5, 1911.....	28,180 00	XI 1271
" ".....	Harriston, Ont.....	" 15.....	Mar. 31, 1911.....	18,943 00	Not published.
Breakwater.....	Mount Forest, Ont.....	" 15.....	Feb. 20, 1911.....	17,666 00	XI 1,017
Pier.....	Goderich, Ont.....	" 15.....	Dec. 1, 1910.....	144,417 00	XI 794
Breakwater and jetty superstructure of east jetty.....	Brockville, Ont.....	" 20.....	Oct. 4, 1910.....	6,500 00	XI 574
Public building.....	Port Burwell, Ont.....	" 20.....	Mar. 20, 1911.....	157,500 00	XI 1,271
Concrete piers and abutments.....	Campbellton, N. B.....	" 22.....	Nov. 19, 1910.....	28,592 00	XI 665
Ice piers.....	L'As omption, Que.....	" 25.....	Dec. 3, 1910.....	4,910 00	XI 795
" ".....	Rivière des Prairies, Que.....	" 25.....	Dec. 9, 1910.....	8,520 00	XI 795
Wharf.....	Ste. Geneviève, Que.....	" 25.....	Nov. 14, 1910.....	3,245 00	XI 664
Concrete dam on Gordon creek.....	Isle Bizard, Que.....	" 26.....	No contract.....	10,740 00	XI 794
Breakwater.....	St. Andrew's Argentueil, Que.....	" 26.....	Dec. 2, 1910.....	7,166 00	Not published.
Warehouses at Sand Point.....	Kippewa Village, Que.....	" 26.....	Nov. 26, 1910.....	22,900 00	Not published.
Concrete ice piers.....	Black Point, N. S.....	Sept. 7.....	Mar. 27, 1911.....	37,300 00	XI 1,160
Landing wharf.....	St. John, West, N. B.....	" 9.....	No contract.....	13,900 00	XI 796
Public wharf extension.....	Annapolis Royal, N. S.....	" 9.....	No formal contract.....	6,255 00	XI 1,156
Cribwork training pier.....	Cape Rouge, N. S.....	" 9.....	Dec. 14, 1910.....	5,103 00	XI 881
Breakwater.....	St. André, Kamouraska, Que.....	" 9.....	Feb. 11, 1911.....	7,848 00	XI 882
Landing pier.....	Bonaventure River, Que.....	" 10.....	No contract.....	15,438 00	XI 795
Cribwork wharf.....	Delorey's Beach, N. S.....	" 12.....	Dec. 12, 1910.....	19,192 00	XI 795
Beach protection.....	Boisbriand, Que.....	" 12.....	Nov. 23, 1910.....	4,200 00	Not published.
Wharf extension.....	Grand ue, N. B.....	" 12.....	No contract.....		
Cribwork wharf.....	South Ingonish, N. S.....	" 12.....	Jan. 21, 1911.....		
Addition to Post Office.....	Three Fathom Harbour, N. S.....	" 12.....	Jan. 11, 1911.....		
Wharf and shore protection.....	Providence Bay, Ont.....	" 15.....	Dec. 13, 1910.....		
	Winnipeg Beach, Man.....	" 17.....	Dec. 12, 1910.....		
	Aylmer, Que.....	" 24.....	Nov. 23, 1910.....		
	Prince Albert, Sask.....	" 29.....	No contract.....		

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Cribwork landing pier	Stratford, Ont.	" 30	Jan. 28, 1911	5,975 00	XI	882
Public building	Riga, Ont.	" 30	Mar. 15, 1911	17,000 00	XI	1,158
Armoury building	Kenora, Ont.	Oct.	No contract.			
Wharf	Leitch's Creek, N.S.	" 6	Feb. 17, 1911	5,582 00	XI	1,017
Breakwater	Chapel Cove, N.S.	" 6	Feb. 24, 1911	11,480 00	XI	1,156
Wharf	St. Joseph de Lottellier, Que.	" 6	Jan. 9, 1911	18,900 00	XI	882
Protection works	Laprairie, Que.	" 6	No formal contract.			
Public building	Seaforth, Ont.	" 10	No contract.			
File wharf	Westport, N.S.	" 10	Feb. 18, 1911	16,670 00	XI	1,017
Wharf	Laprairie, Que.	" 11	No contract.			
Extension to breakwater	Lorneville, N.B.	" 12	No contract.			
Drill Hall	St. John, N.B.	" 24	Feb. 6, 1911	234,936 00	Not published.	
Covering over of space, between Dufferin and Sappers' bridges	Ottawa, Ont.	Nov.	Not yet signed.			
Concrete dam on Indian reserve	French River, Ont.	" 3	Feb. 10, 1911	13,365 00	XI	1,016
Extension to wharf	Shigawake, Que.	" 4	Mar. 22, 1911	9,385 00	XI	1,159
Crib and span wharf	Melford, N.S.	" 21	No contract.			
Breakwater	Breen's Pond, N.S.	" 25	No contract.			
Alterations to examining warehouse	Toronto, Ont.	" 29	Mar. 10, 1911	11,695 75	XI	1,157
Wharf	Gravenhurst, Ont.	Dec. 1	Feb. 16, 1911	12,974 00	XI	1,017
Postal Station (C)	Montreal, Que.	" 9	No contract.			
Breakwater	Brooklyn, N.S.	" 9	No contract.			
Alterations to old Post Office	Montreal, Que.	" 13	No contract.			
Extension to wharf	Ste. Famille, Que.	" 14	April 10, 1911	18,963 68	XI	1,271
Public building	Maisonnette, Que.	" 19	No contract.			
Extension to wharf	LePetit Débarquement, Que.	" 20	April 20, 1911	9,257 33	XI	1,272
Cribwork wharf	Michipicootin, Ont.	" 22	Mar. 22, 1911	18,430 00	XI	1,159
New Departmental Building	Ottawa, Ont.	1911				
Public building	Revelstoke, B.C.	Jan. 7	No contract.			
"	Tilsburg, Ont.	" 7	No contract.			
"	Wallaceburg, Ont.	" 12	Mar. 28, 1911	24,801 00	XI	1,160
"	Tilbury, Ont.	" 16	No contract.			
"	St. Lambert, Que.	" 16	No contract.			
Breakwater	Point Sapin, N.B.	" 17	No contract.			
Extension to breakwater on north shore	Richibucto, N.B.	" 17	No contract.			
Dam and sluiceways	Quinze Lake, Que.	" 18	May 5, 1911			
Extension to wharf and dredging	Richibucto, N.B.	" 18	General clause.			
Public building	Fairville, N.B.	" 20	No contract.			
Breakwater	Little Anse, N.S.	" 20	Not yet signed.			
Public building	St. Jacques L'Adigian, Que.	" 27	No contract.			
Extension to wharf	Grosse Isle, Que.	" 31	Not mentioned.			
Addition to public building	Gananoque, Ont.	Feb. 2	No contract.			
Public building	Uxbridge, Ont.	" 4	No contract.			
Addition to Post Office	Nelson, B.C.	" 4	No contract.			
File wharf and protection works	Prince Albert, Sask.	" 4	No contract.			
Armoury building	Strathcona, Alta.	" 4	No contract.			
Public building	Granbrook, B.C.	" 4	No contract.			
"	Chilliwack, B.C.	" 4	No contract.			
Breakwater	Esquimaux, N.B.	" 4	No contract.			
Longshoremen's shelter	St. John Harbour, N.B.	" 8	No contract.			
Examining warehouse	Vancouver, B.C.	" 22	Not mentioned.			
				20,995 00	Not published.	



DEPARTMENT OF LABOUR, Canada,  
STATISTICAL TABLES, XI, A. R., No. 3.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF PUBLIC WORKS AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULES PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1911.

Nature of Work.	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of <i>Labour Gazette</i> in which Fair Wages schedule was published.
Public building.	Grand Forks, B.C.	Feb. 22....	Not mentioned.		
Wharf.	Fassett, Que.	" 22....	No contract.		
Employés in public buildings.	Montreal, Que.	" 22....	Work done by the month.		
Protection works and dredging.	Lake Ainslie, N.S.	" 23....	No contract.		
Public building.	Tignish, P.E.I.	" 24....	No contract.		
Concrete Dam.	Gordon Creek, Que.	" 24....	No contract.		
Wharf.	Mulgrave, N.S.	" 24....	No contract.		
Extension to wharf.	White's Cove, N.S.	" 24....	No contract.		
Pile wharf.	Woodlands, N.B.	" 27....	No contract.		
Armoury building.	Lévis, Que.	" 28....	Not mentioned.		
Public building.	Portage la Prairie, Man.	Mar. 3....	Not mentioned.		
"	Rock Island, Que.	" 6....	No contract.		
"	Napierville, Que.	" 6....	No contract.		
"	Shawinigan Falls, Que.	" 10....	No contract.		
"	Greenwood, B.C.	" 10....	No contract.		
"	Duncan, B.C.	" 10....	No contract.		
"	Lloydminster, Sask.	" 10....	No contract.		
"	Melfort, Sask.	" 10....	No contract.		
"	Essex, Ont.	" 13....	No contract.		
Wharf.	Trynor's Cove, N.B.	" 13....	No contract.		
"	Brundage's Point, N.B.	" 13....	No contract.		
Landing wharf.	Cape Rouge, N.S.	" 13....	Not mentioned.		
Public building.	Hillsboro, N.B.	" 13....	Not mentioned.		
"	Wetaskiwin, Alta.	" 20....	Not mentioned.		
Cribwork wharf.	Montebello, Que.	" 27....	No contract.		

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF RAILWAYS AND CANALS AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULES PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1911.

Nature of Work.	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of <i>Labour Gazette</i> in which Fair Wages schedule was published.
Boarding-house at site of bridge.	Quebec, Que.	April 14.	June 1, 1910.	\$ 7,786 00	Vol. XI, Page 106
New Quebec bridge.	Quebec, Que.	" 18.	April 4, 1911.	Schedule rates	XI 106
Removal of shoals at upper entrance of canal.	Sault Ste. Marie, Ont.	" 18.	June 1, 1910.	Schedule rates	XI 106
Line of railway, under subsidy.	Red Deer, Alta.	" 20.	April 25, 1910.	3,200 per mile	XI 1,324
"	New Mills, N.B.	" 26.	Dec. 14, 1910.	1,175 00	Not published.
Overhead crossing.	Beresford, N.B.	" 26.	Dec. 14, 1910.	350 00	Not published.
Removal of debris of old bridge.	Lac au Saumon, Que.	" 26.	Dec. 14, 1910.	22,750 00	XI 1,419
Cut off line of railway.	Quebec, Que.	" 28.	May 11, 1910.		
	Moncton, N.B.	May 2.	Contract not yet executed.		
Widening of canal on west side.	Welland, Ont.	" 6.	Aug. 2, 1910.	0.25 per cu. yard.	XI 344
Line of railway.	L'Epiphanie to Rawdon, Que.	" 9.	May 23, 1910.	3,200 per mile.	XI 108
Railway bridges under subsidy at Gently.	Nicolet, Que.	" 18.	June 1, 1910.	60,000 00	XI 108
Dredging canal.	Cornwall, Ont.	" 26.	Aug. 30, 1910.	Schedule rates.	XI 344
Widening canal along west pier and docking west of Government elevator.	Port Colborne, Ont.	" 26.	June 28, 1910.	Schedule rates.	XI 107
Lumber shed on Intercolonial Railway.	Moncton, N.B.	" 26.	Oct. 7, 1910.	4,050 00	XI 576
Foot bridge at weir No. 3.	Soulanges Canal.	" 30.	Oct. 3, 1910.	1,000 00	XI 576
Line of railway under subsidy.	Grand Forks, B.C.	" 30.	July 5, 1910.	3,200 per mile.	XI 256
Line of railway.	Campbellton to St. John River, N.B.	June 11.	Aug. 22, 1910.	3,200 per mile.	Not published.
"	Winnipeg Beach to Gimli, Man.	" 30.	Aug. 27, 1911.	3,200 per mile.	XI 344
"	Midway to Kamloops, B.C.	" 30.	Jan. 6, 1911.	3,200 per mile.	XI 881
Wall across North street.	Pasphebaio to Gaspé, Que.	July 6.	Aug. 25, 1910.	3,200 per mile.	XI 1,272
	Halifax, N.S.	" 21.	Contract not yet executed.		
Railway bridge on Hudson Bay Railway.	Le Pas, Sask.	" 25.	Nov. 5, 1910.	Schedule rates.	XI 666
Line of railway.	Roberval towards James Bay, Que.	Aug. 2.	Aug. 25, 1910.	3,200 per mile.	XI 345
"	Dartmouth to Dean's Settlement and Melrose to Guysborough, N.S.	" 3.	Oct. 14, 1910.	3,200 per mile.	XI 577
Passenger station.	Cap St. Ignace, Que.	" 3.	Oct. 14, 1910.	3,200 per mile.	XI 577
Substructure of bridge over Saskatchewan river.	Le Pas, Sask.	" 12.	Nov. 5, 1910.	Schedule rate.	XI 667
Stone protection along summit level.	Welland Canal, Ont.	" 20.	Oct. 14, 1910.	0.95 per cu. yard	XI 577
Straightening channel at Lock No. 2.	Welland Canal, Ont.	" 20.	Oct. 28, 1910.	0.16 per cu. yard	XI 577

DEPARTMENT OF LABOUR, Canada,  
STATISTICAL TABLES, XI, A. R., No. 4.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF RAILWAYS AND CANALS AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULES PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1911.

Nature of Work.	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of <i>Labour Gazette</i> in which Fair Wages schedule was published.
				\$ cts.	Vol. Page.
Buildings for Intercolonial Railway.....	Campbellton, N.B.....	Aug. 26....	Contract not yet executed.		
Line of railway.....	Orangedale, N.S.....	" 30....	Sept. 1, 1910.....	3,200 per Mile*..	XI 468
Draw bridges over Trent canal.....	Healey's Falls, Ont.....	Sept. 10....	Oct. 24, 1910.....	6,600 00	XI 577
Line of railway.....	Little Current to Sudbury, Ont.....	Oct. 20....	Nov. 5, 1910.....	3,200 per Mile*..	XI 667
Heating apparatus office of overseer.....	St. Ann's Lock, Que.....	Dec. 9....	Dec. 17, 1910.....	600 00	XI 797
Line of railway.....	St. Joachim to Baie St. Paul, Que.....	1911 Feb. 2....	Contract not yet executed.		
Erection of thirteen cylindrical valves for locks.....	Trent Canal, Ont.....	" 4....	April 6, 1911.....	Schedule rate..	
Vacuum car cleaning plant.....	Halifax, N.S.....	" 7....	Contract not yet executed.		
Concrete walls and building roads, &c.....	Lachine Canal, Que.....	Mar. 13....	Contract not yet executed.		
Line of Railway on Canadian Northern Alberta Ry.....	Edmonton to Brazeau River, Alta.....	" 14....	Contract not yet executed.		
Line of railway.....	Valcartier to Gosford, Que.....	" 21....	April 25, 1911.....	3,200 per mile*..	XI 1,273
Repairs to dam, upper entrance of canal.....	Sault Ste. Marie, Ont.....	" 23....	Contract not yet executed.		
Improving entrance to Lock No. 24.....	Rapid Plat Canal, Ont.....	" 24....	Contract not yet executed.		
Dredging.....	Murray Canal, Ont.....	" 24....	Contract not yet executed.		
Improving lower entrance.....	Farran Point Canal, Ont.....	" 24....	Contract not yet executed.		
Office building on Canal.....	Cornwall, Ont.....	" 24....	Contract not yet executed.		
Dredging.....	Rapid Plat Canal, Ont.....	" 27....	Contract not yet executed.		
Improving upper entrance to lock No. 19.....	Cornwall Canal, Ont.....	" 27....	Contract not yet executed.		
Improving upper entrance to lock No. 28.....	Galops Canal, Ont.....	" 27....	Contract not yet executed.		
Seven emergency stop logs of bridges.....	Trent Canal, Ont.....	" 27....	Contract not yet executed.		
			April 5, 1911.....	Schedule rate..	XI 1,272

\*Not exceeding \$6,400.00 per mile



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DEPARTMENT OF LABOUR, Canada, 5.  
STATISTICAL TABLES, XI, A. R., No. 5.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF MARINE AND FISHERIES AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULES PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1911.

Nature of Work.	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of <i>Labour Gazette</i> in which Fair Wages schedule was published.	
					\$	cts.
Wooden lighthouse tower at Gull Cove.	Whitehead Grand Manan, N.B.	June 6....	July 6, 1910.....	1,220 00	Not pu	blished.
Wooden lighthouse tower at Gull Cove.	Quaco eastern breakwater, N.B.	" 6....	July 7, 1910.....	650 00	XI	256
Wooden building for lightkeeper.	Pointe des Monts, Que.	July 14....	Aug. 12, 1910....	3,250 00	Not pu	blished.
Lighthouse and pier on Southeast Bar.	Sydney Harbour, N.S.	" 22....	Not executed....			
Fog alarm building.	Cross Island, N.S.	" 28....	Aug. 5, 1910....	1,945 00	XI	797
Buoy depot.	Prince Rupert, B.C.	Oct. 15....	Jan. 25, 1911....	159,445 00	Not pu	blished.
Wooden dwelling.	Flint Island, N.S.	" 24....	Mar. 21, 1911....	4,300 00	XI	1,273
Piers and lighthouses on entrance of	Gaspé Basin, Que.	Dec. 20....	Jan. 10, 1911....	3,255 00	XI	1,018
		1911				
Frame double dwelling.	Flint Island, N.S.	Jan. 27....	Mar. 21, 1911....	4,300 00	Not pu	blished.
Twin screw steel steamer.	Collingwood, Ont.	" 28....	Jan. 27, 1911....	260,000 00	Not pu	blished.
Dwelling for lightkeeper.	Sambro Island, N.S.	Feb. 7....	Mar. 21, 1911....	1,950 00	XI	1,273
Pier and lighthouse on Southeast Bar.	Sydney Harbour, N.S.	" 22....	Not executed....			
Shelter shed.	Pointe Noire, Que.	" 27....	Not executed....			
Lightkeeper's dwelling.	Father Point, Que.	Mar. 28....	Not executed....			

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI, A. R., No. 6.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF MILITIA AND DEFENCE AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULES PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1911.

Nature of Work.	Locality.	Date at which schedules supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of <i>Labour Gazette</i> in which Fair Wages schedule was published.	
					Vol.	Page.
Nature of work not given (all trades).	Halifax, N.S.	April 16.	Day Labour.			
Rifle Range.	Winnipeg, Man.	" 21.	Sept. 15, 1910.	9,850 00	Not published.	
" "	Nelson, B.C.	" 21.	Not let.		Not published.	
" "	Rockcliffe, Ont.	May 3.	Aug. 9, 1910.	6,165 00	Not published.	
" "	Farnham, Que.	" 9.	Not let.			
Stables on camp grounds.	Sussex, N.B.	" 23.	Not built.			
Various works, all trades.	Halifax, N.S.	July 15.	Day labour.			
" "	Armstrong, B.C.	Sept. 24.	Not let.			
" "	Morinville, Alta.	" 24.	Not let.			
Armourer's shop and armoury.	Winnipeg, Man.	Oct. 10.	Not let.			
Certain trades.	Pincher Creek, Alta.	" 27.	Not let.			
Rifle Range.	Windsor, Ont.	Nov. 7.	Not let.			
" "	Barrie, Ont.	" 9.	Not let.			
Armoury.	Souris, Man.	" 10.	Not let.			
" "	Grenfell, Sask.	" 17.	Not let.			
Extension to Drill Hall.	Charlottetown, P.E.I.	" 23.	Mar. 7, 1911.	7,917 00	Not published.	
Rifle Range at Rockcliffe.	Ottawa, Ont.	" 23.	Feb. 22, 1911.	5,375 00	Not published.	
Certain trades.	Joliette, Que.	Dec. 13.	Mar. 16, 1911.	1,289 00	Not published.	
Magazine and explosive store building.	London, Ont.	1911.	Not let.			
Magazine and explosive store building.	Winnipeg, Man.	Jan. 30.	Not yet let.			
		Feb. 4.				

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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI. A.R., No. 7.

LIST OF SUPPLIES FURNISHED THE POST OFFICE DEPARTMENT BY CONTRACT OR OTHERWISE, UNDER CONDITIONS FOR THE PROTECTION OF THE LABOUR EMPLOYED, WHICH WERE APPROVED OF BY THE DEPARTMENT OF LABOUR DURING THE FINANCIAL YEAR ENDING MARCH 31, 1911.

Nature of Order.	Amount of order	
	\$	cts.
Making and repairing rubber dating and other hand stamps and type.....		1,244.84
Making and repairing metal dating and other stamps and type and brass crown seals.....		9,405.97
Supplying stamping material, inclusive of making and repairing pads, also wooden boxes, and post marking and cancelling ink.....		9,212.57
Making and repairing post office scales.....		2,055.50
Supplying mail bags.....		28,549.10
Repairing mail bags.....		16,406.15
Repairing mail locks, and supplying mail bag fittings.....		19,414.09
Supplying portable letter boxes and repairing parcel receptacles, portable tin boxes, and railway mail clerks' tin boxes.....		19,155.72
Miscellaneous orders for making and repairing portable stores.....		833.45
Making up and supplying articles of official uniforms.....		27,587.59
Total.....		\$133,864.93

### Investigation of Complaints arising out of Conditions inserted in Government Contracts for the Protection of Labour.

During the past fiscal year the Department of Labour received eight complaints arising out of alleged non-compliance with conditions inserted in public contracts for the protection of labour. Five of these complaints were made the subjects of special investigations by officers of the Department. Two other complaints were received prior to the commencement of the fiscal year, in one of which a special inquiry was also made, making a total of six investigations by the Department of Labour. Most of the complaints were in respect of the rates of wages and hours of labour, one related to delay in the payment of wages, and one protested against the employment of workmen other than masons to perform the work of pointing stone.

The occupation of the workpeople on whose behalf these complaints were filed were as follows: Plumbers, three; carpenters, one; masons, one; bridge and structural iron workers, one; steel workers, one; railway employés, one; workmen on railroad construction, one; and labourers, one.

Taking into consideration all complaints either settled or filed during the year one of these had to do with work carried out in the Province of Nova Scotia, two with work in the Province of Quebec, five with work in the Province of Ontario, and two with work in the Province of Manitoba.

Five complaints related to work being done under contract for the Department of Public Works, two to work being done under subsidy agreement with the Department of Railways and Canals, two to work being done under contract for the Transcontinental Railway Commission and one to work being performed for the Department of Justice.

Of the six special investigations made by officers of the Department, four were reported as being well-founded and in three of these cases the matters in dispute were promptly adjusted, the other being referred to the Commissioners of the Transcontinental Railway. At the close of the fiscal year this complaint had not been finally settled. In one case the work was reported as being completed at the time the report was made and, therefore, no action was taken. In the remaining case the complainant refused to furnish evidence to substantiate his claim and the matter was accordingly dropped.



An investigation was made by one of the Fair Wages Officers of the Department into a complaint made by the Trades and Labour Council of Quebec and Lévis on behalf of the employés of the Quebec and Lake St. John Railway Company respecting alleged delay in the payment of wages. The investigation disclosed the fact that the road was then in the hands of a receiver who, up to that time, had not been given by the Court the necessary authority to act. Prior to the time the complaint was made, the custom of the Company had been to pay its employés on the twentieth of the month following the month in which the wages had been earned. This system of payment does not differ materially from that in vogue on other railway lines. The employés of the Quebec and Lake St. John Railway Company were apparently satisfied when they were paid on the date above mentioned, but objected to waiting longer for their wages as thereby they were seriously inconvenienced. In a communication from the General Manager to the Department it was stated that in future it was expected that the pay rolls would be paid on or about the date formerly prevailing.

Complaint was made by a workman employed on the construction of the wharf at Arnprior, Ont., of alleged mistreatment in his dismissal and the rate of wages paid. He claimed that he had been receiving \$2.00 per day, but that he had been paid off at a rate of \$1.50 per day. The matter was referred to the Department of Public Works, the latter stating that at the time the complainant was first employed wages were high in the locality and that when he was re-employed in the spring men were more plentiful and wages were not so high as formerly, therefore he was hired at the rate of \$1.75 per day. It was further explained that the discrepancy occurred in paying him for three days instead of three and a half days. A settlement was accordingly made of the amount due the complainant.

Complaint was made by the Masons' International Union, Ottawa, protesting against the pointing of the stone walls of the Royal Victoria Memorial Museum by workmen other than masons; also that the workmen employed as masons were not being paid the rate of wages stipulated. An investigation was made by one of the Fair Wages' Officers of the Department, and as the work in question had been practically completed at the time it was considered unnecessary to take further action.

An investigation was made by one of the Fair Wages Officers of the Department into a complaint which was made on behalf of certain employés of the Atlantic, Quebec and Western Railway Company concerning alleged non-payment of wages and other claims, in support of which sworn statements were made by the men. The contract for that portion of the road between Paspebiac and Gaspé was awarded to the New Canadian Company, Limited; the latter sub-let the work in sections, and it was against the sub-contractor operating around Brèche à Manon that most of the complaints were lodged. The report of the Fair Wages Officer showed the claims to be well-founded. In a communication addressed to the Department from the General Manager of the Atlantic, Quebec and Western Railway Company it was stated that the Company had been informed by the contractors that all legitimate claims had been settled and that a percentage of the amount due the sub-contractor in question had been retained to settle any claims that might be made against him. In this communication the Department was requested to send an officer to Gaspé to ascertain whether all reliable claims had been settled. Whilst proceeding to Gaspé as requested, this officer was furnished with letters from the Mayor of Brèche à Manon and the Justice of the Peace who forwarded the complaint on behalf of the men showing that all claims had been settled to the satisfaction of all concerned.

In connection with the contract for the construction of an addition to the Toronto Post Office building, a complaint was received from the United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters'

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Helpers, Toronto, on behalf of two plumbers engaged on the above mentioned work, who were said to be receiving less than the rate of wages provided for in the Fair Wages Schedule. One of the Fair Wages Officers of the Department proceeded to Toronto to conduct an investigation and reported that one of the plumbers concerned had had his wages increased so as to come up to the rate required in the Schedule; the other plumber was still working for 30 cents per hour instead of 40 cents. The Fair Wages Officer pointed out to the Manager the necessity for complying with the provisions of the Fair Wages Schedule, and the latter agreed to pay the stipulated amount in future and to pay the difference due the workmen concerned for all work performed on the Toronto Post Office building.

An investigation was conducted by an Officer of the Department into a complaint which was forwarded by the International Association of Bridge and Structural Iron Workers, Winnipeg, Man., on behalf of bridge and structural iron workers employed by the Dominion Bridge Company, contractors for the construction of a bridge across the Red River near Winnipeg. The complaint was to the effect that the general clause which was inserted in the contract for the construction of the Red river bridge was being violated by the contractors, inasmuch as they were not paying the bridge and structural iron workers employed by them the current rate of wages in the locality for this class of labour, also that workmen were required to work longer hours than those current in the district. The report of the officer showed that the contentions of the men were correct. The matter was accordingly referred to the Commissioners of the Transcontinental Railway for adjustment. At the close of the fiscal year the matter was still in abeyance.

Complaint was made by the United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers, Halifax, N.S., against the contractor for the heating of the Halifax Post Office building, the complaint alleging a violation of the Fair Wages Clause of the contract. One of the Fair Wages Officers of the Department visited Halifax for the purpose of investigating this complaint. The complainant, however, on being asked to substantiate his claim refused to do so. No further action, therefore, was taken.

Complaint was made by the Bridge, Structural and Architectural Iron Workers' Union, Winnipeg, alleging unfair treatment accorded by the sub-contractors to the men employed on the erection of steel in the Grand Trunk Pacific Railway shops at Transcona. The matter was referred to the Transcontinental Railway Commission under whose authority the contract was executed. The Department was later informed that all claims would be paid as soon as the men presented themselves and established their right to the same.

Complaint was made by the Ottawa Tailors' Union in reference to an alleged violation of the contract for Dominion Police clothing which was awarded to an Ottawa tailoring firm by the Department of Justice. The matter was referred to the Department concerned. As a result the Department of Labour was informed that no formal or written contract had been entered into for the supply of this clothing, but that the transaction was in the nature of an ordinary purchase or order, and that on this account it had been thought that no stipulation could properly be made as to the wages which the firm should pay. No action was taken.

The Amalgamated Society of Carpenters and Joiners, Ottawa, lodged a complaint in respect of the rate of wages and hours of labour of one of the members of the above mentioned Society employed on the Militia Stores. It was alleged that the workman concerned was paid at the rate of 20 cents per hour and worked ten hours per day, that he had worked nine days making a total of ninety hours and a deficiency of \$9.00 in wages. The contract having been awarded by the Department of Public Works, that Department was advised of the above violation of the Fair Wages Clause. As a result the Department of Labour was informed that the matter would be taken up with the contractor and that the latter would be required to pay the amount due the complainant, being the difference between the rate of 20 cents which was paid him and the rate of 30 cents which is the rate for carpentry in Ottawa.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI., A. R., No. 8.

TABLE SHOWING NATURE AND RESULTS OF INVESTIGATIONS MADE BY THE FAIR WAGES OFFICERS DURING THE FINANCIAL YEAR ENDED MARCH 31, 1911.

I.—COMPLAINTS RECEIVED PRIOR TO THE BEGINNING OF THE FISCAL YEAR 1910-11 AND INVESTIGATED DURING THE YEAR.

Complaint received.	Locality and Public Work.	Department affected.	Subject of Investigation.	Disposition.
Feb. 10, '10	Quebec, Que., Men employed by the Quebec & Lake St. John Railway Company.	R'y's & Canals	Alleged non-payment of wages to their employees by the Company for the period of two and a half months.	Investigation was made by an officer of the Department, who reported the matter adjusted to the satisfaction of the complainants.
Mar. 8, '10	Amprior, Ont., Construction of a wharf.	Public Works.	Alleged unfair dismissal of complainant and payment to him of an amount less than that provided for in the Fair Wages Schedule.	Referred to the Department of Public Works and settlement made by the latter of the amount due.

II.—COMPLAINTS RECEIVED SINCE THE BEGINNING OF THE FISCAL YEAR 1910-11, AND INVESTIGATED DURING THE YEAR.

June 23, '10	Ottawa, Ont., Victoria Memorial Museum.	Public Works.	That the tuck pointing was being executed under unfair conditions.	Investigation was made by an officer of the Department and report presented; the work in question being completed, further action was deemed unnecessary.
Aug. 11, '10	Construction of the Atlantic, Quebec & Western Railway between Paspébiac and Gaspé, Que., by the New Canadian Company, Limited.	R'y's & Canals	That the sub-contractor for the construction of the portion of the railroad situated at Brèche à Manon was delaying payment of wages due certain workmen for work performed, &c.	These complaints were investigated by an officer of the Department, who recommended immediate payment of the different claims. A settlement satisfactory to complainants was effected, the Company reimbursing the amounts due by the sub-contractor.
Sept. '28, '10	Toronto, Ont., Addition to Post Office.	Public Works.	That the contractors for the plumbing work in that building were paying plumbers less than the rate of wages set forth in the Fair Wages Schedule.	Investigation was made by an officer of the Department, who reported that the contractors were willing to pay the difference in wages to the complainants, and that no further action was necessary.



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Oct. 20, '10	Winnipeg, Man., Construction of Red River Bridge.	Transcontinental Railway Commission.	That the contractors for the construction of this bridge were not paying structural iron workers employed by them the current rate of wages in the locality for this class of labour, also that workmen were required to work ten hours per day instead of nine, thus violating the terms of the general clause for the protection of labour which was inserted in their contract.	Investigation was made by an officer of the Department, who reported that the claims were well founded. The matter was then referred to the Commissioners of the Transcontinental Railway, together with recommendation from the Department.
Dec. 7, '10	Halifax, N.S., Heating system in Post Office	Public Works.	That the contractor had violated the Fair Wages Schedule inserted in the contract in paying a lower rate of wages than that provided for therein.	Investigation was made by an officer of the Department, who reported that the complainant was unable to substantiate his claim against the contractor. No further action was necessary.
Jan. 23, '11	Transcona, Man., Erection of steel on the Grand Trunk Pacific railway shops.	Transcontinental Railway Commission.	Alleged non-payment of wages to certain workmen employed by sub-contractor on the erection of steel on the railway shops of the Grand Trunk Pacific Railway at Transcona.	The matter was referred to the Commissioners of the Transcontinental Railway. On February 13, 1911, the Department was informed that the most of claims had been paid at that date and that all others would be settled as soon as the men presented themselves and established them.
Mar. 3, '11	Ottawa, Ont., Supply of Dominion Police clothing.	Justice Dept.	Alleged violation of the Fair Wages clause in the contract awarded to an Ottawa tailoring firm for Dominion Police clothing.	The matter was referred to the Department of Justice. The Department of Labour was informed that no formal or written contract had been entered into for the clothing in question but that the transaction was in the nature of an ordinary purchase. No further action was necessary.
Mar. 20, '11	Ottawa, Ont., Ordnance Stores Building	Public Works.	That the contractor had paid a carpenter employed by him on the work in question at a rate less than the current rate and had required the workman concerned to work longer hours than those prevailing in the City of Ottawa.	The matter was referred to the Department of Public Works. The Department of Labour was informed that the contractor would be asked to pay the workman concerned the difference due him.

V. SPECIAL INQUIRIES.—(1) CONDITIONS IN CONSTRUCTION CAMPS ALONG THE LINE OF THE GRAND TRUNK PACIFIC RAILWAY WEST OF EDMONTON, ALTA. (2) ALLEGED NON-PAYMENT OF WAGES.

On October 17, 1910, a communication was received by the Minister of Labour from the Secretary of the Edmonton Trades and Labour Council, alleging improper treatment of men employed in connection with construction work on the line of the Grand Trunk Pacific Railway west of Edmonton, Alta. The complaint related to: (1) alleged disgraceful conditions in the construction camps in question; (2) inadequacy of food and accommodation furnished to workmen whilst en route to employment; (3) delay in payment of wages. In this connection it was stated that in scores of cases the Board of United Aids of Edmonton had received many appeals for assistance. (4) The occurrence of an epidemic of typhoid fever, from which, it was stated, a number of men had died during the previous summer.

The request of the Secretary of the Edmonton Trades and Labour Council for investigation of these matters was later supported in a letter by the Secretary of the Trades and Labour Congress of Canada addressed to the Minister on October 19.

Mr. F. J. Plant, an officer of the Department of Labour, was instructed to make an investigation of these matters, and accordingly proceeded to Edmonton and thence westward for some distance along the line of construction of the Grand Trunk Pacific Railway.

The report of Mr. Plant on this inquiry explains at the outset that the contractors for the grade work on the section of the Grand Trunk Pacific Railway west of Edmonton, as far as the Yellowhead Pass, are Foley, Welch and Stewart, and that although there are a number of sub-contractors, all the construction camps along the line are provisioned by the main contractors, who also furnish the hospital accommodation. The laying of the ties and rails, as well as the ballasting of the road, is undertaken by the Grand Trunk Pacific Railway Company itself. The men employed at this work are accommodated in what are called boarding cars, the firm of Peterson and Fells having the contract of catering.

Mr. Plant's report continues as follows:

INQUIRY IN EDMONTON.

"On my arrival in Edmonton on the evening of November 16, I met Mr. T. H. Clark, the Secretary of the Edmonton Trades and Labour Council. I inquired if he had any specific complaints or evidence to submit in substantiation of the allegations contained in his letter of October 10, 1910, to the Honourable the Minister of Labour. Mr. Clark replied in the negative, but promised to do what he could to bring forward any evidence which he might be able to secure during my stay in the city. It was announced in the Edmonton local press that I was in the city for the purpose of making an investigation into the alleged ill-treatment of workmen engaged in construction work on the line of the Grand Trunk Pacific Railway west of Edmonton, for the Minister of Labour, and that any persons who had complaints to submit were invited to do so. To this request only two charges were made—one regarding the accommodation of workmen in the tie gangs of the Grand Trunk Pacific Railway Company, and the other as to food supplied to a workman while an inmate at the grade contractor's hospital at Prairie Creek. Both of these complaints are dealt with in the present report.

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"I remained in Edmonton from the evening of November 16 until the morning of the 21, during which time I called on a number of persons with the object of affording to those interested an opportunity of substantiating, if possible, the charges made in the communication of the Edmonton Trades and Labour Council, above referred to. Among others called on was the Edmonton and District Council of United Aids, a charitable organization which administers the city's poor relief law. This organization, early in October, wrote to the Commissioners of Edmonton, calling their attention to newspaper reports of alleged inhuman treatment of men employed on the construction work along the line of the Grand Trunk Pacific Railway, west of Edmonton. On the strength of this letter, a communication was sent to Mr. Chas. M. Hays, President of the Grand Trunk Pacific Railway Company, directing his attention to the said reports. In reply, Mr. Hays informed the Commissioners that he was ready to hear and deal with any specific charges; but that he did not consider newspaper reports, which were evidently published with a desire for sensationalism, as coming within that category.

"Believing that I might be able to secure some information from the United Aids, I called on Mr. Turnbull, the Secretary, but he had no direct evidence to offer as to camp conditions. Of two young men whom he had advised to go on construction work, one when he had arrived at Edson, on the Grand Trunk Pacific Railway line, 125 miles west of Edmonton, had turned back. The other had, however, continued on his way and gone to work. Mr. Turnbull had since received word that the latter young man was receiving \$50 per month and board, and was well pleased with his treatment.

"On a second visit to the United Aids, on Friday evening, November 15, I met a number of the members of the Executive Committee. On this occasion I renewed my request for information as to specific cases of ill-treatment of men in the construction camps, but no one present was able to furnish any. On the other hand, when I mentioned that I had spoken to men who had worked in the camps and were going back to seek re-employment, Mr. Kenway, an Executive member present, stated that he himself knew a man who had been employed on grade construction work and was going back for re-employment. I also visited the Canadian Northern Railway depot daily, where I met men who had been employed on Grand Trunk Pacific Railway construction work during the past summer. None of those questioned had any complaints to make, and in many cases the men were going to seek re-employment for the winter.

## OPINIONS RE CAMP CONDITIONS.

"Others interviewed by me, who had either been in the camps themselves some time during the past summer, or had received reports from those who had visited them, made the following statements:—

"Inspector Worsley, of Royal Northwest Mounted Police, Alta., believed conditions in the camps to be good, according to the reports he had heard.

"W. E. Mann, Divisional Engineer, Grand Trunk Pacific Railway, Edmonton: All the contractors' camps along the line were in good shape. The men were well looked after. The food was good and substantial.

"Louis Johnson, Edmonton: Had worked in construction work, was well satisfied with treatment. Was going back to work in a short time.

"Mr. Cavanagh, of the White Employment Agency, Edmonton: Had heard no complaints re camp conditions. He had sent men into the camps for the third time.

"Dr. Hislop, Grand Trunk Pacific Railway physician, Edmonton: In nearly all cases where men had been taken ill while employed in camps and attended to by him, they had returned to their former employment upon convalescence.

"Dr. A. E. Clendenan, Public Health Inspector, Edmonton: Had travelled over the line west of Edmonton as far as Moose Lake, B.C., and found the camps in good condition; men well fed. Had heard no complaints.



"Alfred Miller, Edmonton: Had worked in camp at mile 39. Had no complaint to make regarding camp conditions. Intended to seek re-employment on the line, for the winter.

"Harry O'Hanlon, who came from Omaha, Neb., to work for Shirley & Phelan, sub-contractors for Foley, Welch & Stewart, and who had had experience on United States railway construction: Had been employed on grade construction west of Edson all last summer. The camp he was in was the best he had ever seen. Mr. O'Hanlon intended to return to work on the grade all winter.

"Fred. Burgess, representative of Woods Limited, Winnipeg, who had had occasion to visit some of the construction camps: Had eaten and slept in the camps. The food was good, well cooked, and there was plenty of it.

"Officer Wells, Royal North-west Mounted Police, Edson: Had been through all the camps quite recently and they were in what he considered good condition. The food was good, and the Mounted Police were always glad to dine in Foley, Welch & Stewart's camps.

"Inspector Raven, Royal North-west Mounted Police, Edson: Believed the camps were in good condition. No complaints, as far as he knew, had been made to the officers under his charge.

"Simeon Humphries, who had worked on the grade construction since last January: Had been employed on railway construction for twenty-two years, and the camps of Foley, Welch & Stewart, on the present contract, are the best he has ever seen.

"J. McLaggan, Superintendent of Jasper Park, a forest reserve: The camps he had passed through from time to time were, he considered, kept in good condition.

#### PERSONAL INSPECTION OF CAMPS.

"After securing what information I could in Edmonton, I went to Wolf Creek, Alta., a distance of 117 miles west of Edmonton, at which point the head offices of the firm of Foley, Welch & Stewart, for the mountain division of the Grand Trunk Pacific Railway, are at present located. Here I met Mr. H. J. Fetter, the superintendent for Foley, Welch & Stewart, and Mr. J. Roberts, the accountant, both of whom were very willing to supply any information desired and were pleased to learn that I intended to make a personal inspection of the camps then in operation. Mr. Fetter accorded every facility to me to reach and inspect the camps.

"Before giving a description of the camps visited and the condition in which I found them, I desire to state the terms, &c., as explained by the contracting company, under which the occupants of these camps accept employment. The men are for the most part engaged by employment agencies in different localities. Sometimes the men pay their own fares as far as the railway will carry them. In other cases when there is a keen demand for men, the contractors advance the fares, the amount being deducted from the first month's pay. The men are expected to provide their own food during the journey until they arrive at Edson. From this point meals are provided gratis along the line until the men reach the camps in which they are to be employed, to which point they are told they have to walk. When men are on the road over night, they are given sleeping accommodation at places known as road houses. The baggage of the men employed is transferred free of cost from the end of the railway to the camps where they are to work. Pay commences when the employé reports for duty at the camp, the minimum rate being \$40 per month and board, with time-and-a-half for overtime, and no deductions on account of stoppage of work owing to inclement weather. The hours of labour are ten per day, with an hour at noon, except in the summer time, when work ceases for two hours at mid-day. From the monthly pay \$1 is deducted for hospital and medical fees, which entitles the workman to hospital treatment and medicine. A mail service is provided, two deliveries a week being made between Wolf Creek and 50 miles further west, and one a week to points beyond where work is in progress. Those who desire to avail themselves of this service are charged 25 cents per month.

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"The first camp visited was at mile 37, (Steamshovel Camp) 37 miles from Wolf Creek, Alta., at which point the mountain division begins. This camp was situated on high sloping ground. The well from which the water for camp purposes was drawn was a considerable distance above the stables, and the closet for the use of the men was separated from the camp by at least 500 feet. The men are housed in tents, the sleeping bunks for the most part being constructed of limbs of trees, on which straw is spread for bedding. Each man provides his own bed clothing, which usually consists of heavy blankets. Each tent is provided with a stove of good size, the heat from which keeps the tent quite comfortable. In inspecting the sleeping quarters, I observed that some of the tents presented a better appearance than others, no doubt indicating the tastes of the occupants. There is plenty of cut wood which is kept in a convenient place. The dining hall is a large tent, in which rows of tables and seats are provided. The cook house occupies a portion of this tent, but is separated by a canvas wall. In this camp about 100 men are accommodated. There is a wire covered meat house in which all the meats are stored. The contractors have a store in which a supply of blankets, clothing, boots, overshoes, tobacco, &c., are on sale at prices which I do not consider exorbitant. In this store is also a chest in which a stock of medicinal supplies are kept for use of workmen. There is a telephone system in operation with connection between each camp and hospital along the line. I mingled with the men while at this camp, at which I had two meals and remained over night. I questioned a number of men who had been in the camp for periods varying from one to eight months, and no one had any grievance as to treatment, food or accommodation. One complaint, however, which was made, was that the supply of medicine was not kept up as it should be, and that the camp had not in many months been visited by a doctor. At supper time I went into the dining tent with the men and had the evening meal. The menu consisted of meat pie, cold roast beef, tea buns, bread and butter, apple pie, prunes, cookies, pan cakes, layer cake, tea and coffee, with milk and sugar. For breakfast, oatmeal porridge with cream and sugar, beef steak, toast, bread and butter, apricots, pancakes and cookies. The food was well cooked and there was plenty of it. There was an ample supply of knives, forks and spoons. Supper call, morning call, and breakfast call were given on a large triangle which could be heard all over the camp. At seven o'clock the camp foreman made a round of the tents, calling 'All out,' indicating that it was time to commence work.

"The next camp inspected was at mile 37 (bridge men's camp), where I had dinner with the men. There was roast beef, boiled beef, potatoes, corn, beans, bread and butter, pies, cakes, tea and coffee, with milk and sugar. About fifty men are employed and those whom I questioned had no complaints to make. Equipment about the same as in the camp at mile 37. Other camps visited were: those at mile 57, where forty men were accommodated; at mile 63 where there were 100 men, and two camps at mile 65, Prairie Creek, (grade camp with 100 men and bridgemen's camp with sixty men.) All these camps were situated with a view to sanitation, and I found the accommodation and equipment similar to that provided in other camps previously inspected. I had two meals at camp at mile 63, where I found a good supply and variety of food, including plenty of fresh meat. No complaints regarding camp conditions or treatment were made by these interrogated. While each camp is supplied with a meat house, I observed that the meat in some of them was not hung on the hooks provided for this purpose. I would, therefore, suggest that those in charge of each camp be instructed to have the meat hung up immediately on delivery, and every precaution taken to prevent the same from becoming contaminated.

"I believe that the decorum of the camps would be improved by having the call for commencement of work given in the same manner as the meal calls instead of having the foreman make a round of the tents making verbal announcement to the men.



## ALLEGED INADEQUACY OF FOOD AND ACCOMMODATION.

"The clause in the letter from the Edmonton Trades and Labour Council alleging inadequacy of food and accommodation says: 'It has been the custom of the contractors to hire men through the employment agencies in Winnipeg and the East, giving no idea of the conditions obtaining at the camps, lock them in box cars with insufficient food and frequently leave them stranded for days together at some remote place on the line.'

"In order to endeavour to verify this statement I remained in Winnipeg for some time and interviewed those who might be able to furnish some information. I learned that large numbers of men have been hired through employment agencies in Winnipeg to work on Grand Trunk Pacific Railway construction work for Foley, Welch & Stewart. Each man hired, signed a contract made out by the employment agency, for which a fee of \$1 was charged, which specified the nature of work, place of employment and the rate of wages. Two of the agents on whom I called informed me that they had instructed all the men whom they had employed from time to time, to work for Foley, Welch & Stewart, that they should provide themselves with food to sustain them during the journey to the place of employment, which occupied about two days. Other agents who had also hired men for Foley, Welch & Stewart refused to give any information. Upon inquiry at the Canadian Northern Railway station at Winnipeg, the depot from which all Grand Trunk Pacific passenger trains depart, I was informed that never had any box cars containing men been sent out from that place for Edmonton. The Company always provided colonist cars for the transportation of the men. This statement was corroborated by the policeman at the Canadian Northern Railway station in Edmonton, at which depot all Grand Trunk Pacific passenger trains arrive.

"The charge of insufficiency of food being supplied to workmen was apparently made at the time when a number of men who were brought by Foley, Welch & Stewart from Winnipeg to work on construction, were summoned for violation of contract. It appears that on September 27 and October 7, two lots of men of 167 and 139 respectively, arrived from Winnipeg on the regular Grand Trunk Pacific trains in colonist cars, the journey to Edmonton, a distance of 792 miles, occupying 30 hours. From Edmonton station the cars containing the men were taken to the Grand Trunk Pacific yard, a distance of about three miles, and allowed to remain there until the following morning at 6.30, when they were attached to the regular train for Edson, a distance of 125 miles, where the men arrived about 8 o'clock in the evening. The fare from Winnipeg to Edson, \$10 for each of the men in these two parties, was advanced by the contractors. These men, the contractors presumed, were to supply their own food en route to Edson. Mr. G. A. Latter, an employé of Foley, Welch & Stewart who had accompanied these gangs, when questioned by me as to whether or not he had warned the men to take provisions with them, stated that he had told them to do so; many had food with them; others had bottles of liquor, which they claimed were all they desired. Of the first lot of 167 men, nine were summoned before Inspector Worsley, of the Royal Northwest Mounted Police, at Edmonton, Alta. In the evidence given at the trial on October 1st, for violation of contract for refusing to go to work, it was stated that there were no complaints until the men reached Edmonton. There they wanted to get out of the cars which had been locked upon arrival at the station. The cars were not locked while en route or when they were in the Grand Trunk Pacific switching yard at Edmonton. The train had stopped at all division points between Winnipeg and Edmonton where there were refreshments on sale, as well as at Stony Plain, a point between Edmonton and Edson, where the men had had an opportunity to buy food. In the testimony it was stated that several of the men were short of food on the journey. At Edson the men were given restaurant tickets entitling them to supper. Some of the men complained about the food



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furnished, while others stated that they were compelled to sleep in box cars or poorly ventilated bunk houses. The baggage of the men had been put off the cars at Edson by the train men in the rain and allowed to remain in the mud all night. The men also stated that no one for the firm had told them to go to work the next morning. The action was dismissed by Inspector Worsley who held that the men had not been sufficiently instructed as to where their work was or when they would be sent to it. The costs in this action, amounting to \$2.50, were paid by the complainant.

"On October 9, at Wolf Creek, fourteen of the second lot of 139 men were proceeded against for neglecting to go to work, when requested to do so. The evidence produced at the trial showed that these men were engaged at Winnipeg by an employment agent. Their fares of \$10 were advanced, to be deducted from the first month's pay. On arrival at Edson the men were met at the station and taken to the office of Foley, Welch & Stewart, where they signed their identification cards. They were then given a meal ticket to secure supper, after which they were shown where to sleep. In the morning they were given their breakfast. Their baggage was handed to them, but they would not go to work. Ten men pleaded guilty, while four pleaded not guilty, and set up as a defence that they heard there was much sickness in the camps, and also that they had not been able to get enough to eat between Edmonton and Edson. Inspector C. H. H. Sweetapple, of the Royal North-west Mounted Police, before whom the case was heard, found the accused guilty under the Masters and Servants' Ordinance of the North-west Territories, and imposed a fine of \$10 and costs amounting to \$1.25, and in default of payment fourteen days' imprisonment in Royal North-west Mounted Police guard room at Fort Saskatchewan. One of the accused paid the fine. One other who did not go to work, claiming that he was ill, was not proceeded against. The contractors offered him free treatment at their hospital, but he declined.

"From the complaints made at both of the above trials, notwithstanding that the firm of Foley, Welch & Stewart disclaimed responsibility for providing the men with food during the journey from Winnipeg to Edson, it would appear that many of the men engaged by the employment agencies in Winnipeg understood that they would be fed by the contractors and suffered hardship in consequence. In corroboration of this I had statements from two men at Camp 63, who came in the second party from Winnipeg, to the effect that they had understood the man in charge of the gang to say that they would be furnished with food en route. They also complained of the water tanks in the cars being emptied soon after leaving Edmonton and not being refilled during the journey to Edson. This matter was also reported to me in Edmonton. (These two men at Camp 63 were satisfied with the work and treatment accorded them in the camp.)

"The Contractors denied to me any responsibility for the men being locked in the cars during any part of the journey. The door of the men's car adjoining the regular passenger coaches they understood had been kept fastened by the train officials, to prevent the men from wandering through the train. The other doors of the men's cars were not kept locked at any time, except when the trains were nearing the Edmonton station, and then only until the train had been run from the Canadian Northern Railway station to the Grand Trunk Pacific yard, a distance of about three miles. This was said to have been done so as to prevent any of the men being left behind.

"During the past season, according to the statements of the contractors' representatives, there have been approximately 800 cases of men whose fares had been advanced, deserting from the trains whilst en route to Edson or vicinity, representing a monetary loss of about \$6,000. In the case of men accustomed to work on railroad construction the conditions of employment are usually well known, and they can provide for themselves accordingly, but in the case of others who are going to such employment for the first time, care should be taken that they are fully

informed beforehand as to what is required in respect of food, &c., during the journey. The contractors claim that they believe many men engage for work and get their fares advanced, but have no intention of fulfilling their contracts. While this may be true, I consider that possibly some of the men who desert are those who have been under the impression that they were to be fed by the contractors while en route, and finding that this is not to be done, and not having money with which to buy food, become discouraged.

"As above stated the contractors claim a monetary loss of about \$6,000 through the desertion of men whose fares have been advanced. It would be in the interests of the firm itself to minimize the number of desertions and thus to reduce the financial loss. I believe that with a proper system for providing the men with food while en route when the journey takes more than one day, the leakages would be very much reduced, and would possibly offset the additional expense involved. Another way in which the service to employes could be materially improved is by providing a proper baggage checking system, whereby the baggage of the men would be taken charge of and checked from the point of entrainment and turned over to the owners at the respective camps where they have been given employment. While this system would ensure the safe transmission of baggage, it would also, in my opinion, ensure the owner undertaking to do the work for which he had been engaged, and lessen the likelihood of his deserting. At all points where men are handled or are compelled to remain over night when they leave the cars at the end of the rail journey preparatory to undertaking the walk to the place of operations, ample housing and sleeping accommodation should be furnished. The railway company officials should also be compelled to provide an ample supply of drinking water in the cars during the journey west of Edmonton, and thus prevent any complaints on this account.

#### ALLEGED DELAY IN PAYMENT OF WAGES.

"In reference to the alleged delay in payment of wages, I called on the Edmonton and District Council of United Aids who, it is stated in the complaint, had in scores of cases last summer had to advance money to men till their pay cheques were received from the Grand Trunk Pacific Railway Company. In support of this, Mr. Thos. R. Turnbull, Secretary of the United Aids, and other members of the organization, assured me that in many cases the society had assisted men who had been compelled to wait for the payment of their time checks. In some instances where the men had other work waiting for them, the time checks had been left in the custody of the United Aids, who looked after the securing of the pay cheques and forwarded the same to the addresses of the payees, who in most cases promptly made payment to the United Aids for assistance rendered. In some instances, however, legal action had to be threatened before the Association was reimbursed. Mr. Turnbull also stated that while there had been these delays in payment, he believed that in many cases the men themselves were to blame, owing to the fact that they neglected to comply with the regulations governing payment of wages.

"In order to ascertain to what extent legal proceedings had been instituted to recover wages, I called on Magistrate Cowan and Mr. D. F. Byers, who was acting magistrate for a few months during Mr. Cowan's absence. With the exception of the case of six men of the Grand Trunk Pacific Railway telegraph gang, the records did not show any other actions having been taken during the season against the Grand Trunk Pacific Railway Company, or any of the contractors on the line. The case of three men was brought to the attention of Mr. E. J. Chamberlin, Vice-President and General Manager of the Grand Trunk Pacific Railway Company, who communicated with the Manager of Telegraphs in reference thereto. The following correspondence will show the cause of the police court case, and the desire of the Company to avoid a repetition of the delay:—

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(COPY.)

"WINNIPEG, MAN., October 4, 1910.

"MR. E. J. CHAMBERLIN,  
*Vice-President and General Manager.*

"DEAR SIR,—

"Replying to your letter of October 3, file 218-6. It has been the custom to furnish our City Agent at Edmonton with blank Discharge Tickets, and heretofore have not been called on to issue more than three or four during any month, on Telegraph Department account.

"It appears that out of our construction gang consisting of about twenty men, which arrived at Edmonton from Camrose and Tofield, on the night of Friday, the twenty-third ultimo, thirteen men decided to quit the service, practically without notice, and presented their identification slips at noon, Saturday, the twenty-fourth.

"The wages claimed were verified by wire, our City Agent was instructed to issue all checks on hand, and a further supply was mailed by No. 1, Sunday, the twenty-fifth, reaching Edmonton the night of the twenty-sixth, but in the meantime several of the men had taken action in the Police Court.

"The balance of the checks were issued to the men on Tuesday morning, the twenty-seventh. The large number of men unexpectedly claiming wages was the sole cause for the trifling delay experienced.

"Yours truly,

(Signed) A. B. SMITH,  
 "Manager of Telegraphs."

(COPY.)

"WINNIPEG, MAN., October 5, 1910.

"MR. A. B. SMITH,  
*Manager of Telegraphs.*

"DEAR SIR,—

"Referring to yours of the fourth, relative to trouble experienced by some of your men in obtaining prompt payment of wages due, and trust you have now arranged for an ample supply of discharge tickets to be kept on hand at the different points where there may be occasion to use them.

"Yours truly,

(Signed) E. J. CHAMBERLIN,  
 "Vice-President,  
 and General Manager."

"Police Magistrate Cowan informed me that he had had men complain to him that they could not get the money due them, and wished to take action against the Company, but that he had counselled them to be patient for a day or two in order to give the officials an opportunity to get the time-slips from the foremen under whom they had been working, and that in all such cases, in the course of a few days, the money was forthcoming.

"As stated in a former portion of this report, the Grand Trunk Pacific Railway Company is doing the work of track laying and ballasting, the grade work being performed under contract by the firm of Foley, Welch & Stewart. The system of wage-payment of the former, as explained to me is as follows: Upon a man accepting employment with the Company he is given an identification slip which bears a number corresponding to that which he has been given on the pay-roll. These



identification slips are renewed monthly and are of different colors, designating each of the twelve calendar months. Should an employé leave or be dismissed from the Company's service before the end of the month, a foreman's discharge check giving the hours worked, rate of pay, and amount due after deduction for board has been made, is filled out. Two stubs are also filled out with the same particulars. The form has to be o.k'd by the roadmaster, who forwards the same to the official authorized to issue pay cheques. There are five pay offices in Edmonton, at which Grand Trunk Pacific Railway Company discharge checks are honoured upon identification slips being presented, viz.: Mr. W. H. Olver issues cheques for the operating and construction department; Mr. Corregan, for the telegraph department; Mr. W. E. Mann, for the engineering department; Mr. A. Bell, for the mechanical department; and Mr. D. Robertson, for the stores department. As these discharge checks, after being made out and certified to, have to be forwarded by mail, it frequently happens that the person in whose favour the check has been issued reaches the paying office two or three days before the arrival of the duly certified checks, as there are only three trains per week into Edmonton from Edson. Where a man continues on the work until the end of the month, his time is entered on the monthly pay-sheet and forwarded to headquarters, at Winnipeg, from whence, on the fifteenth of each month, the pay-car is sent out to all points along the line, stopping wherever any man may be working, and the pay cheques issued to all whose names appear on the roll.

"From correspondence which I had been given access to while in Winnipeg, by Mr. C. W. Gage, assistant to the Vice-President and General Manager of the Grand Trunk Pacific Railway Company, I observed that as early as December of last year Mr. H. H. Brewer, General Superintendent, had addressed communications to Mr. C. Chalmers, agent at Edmonton, Alta., and to Mr. P. H. McFadden, General Roadmaster, Melville, Sask., giving instructions as to how discharge tickets should be made out in order to avoid any unreasonable delay in the issuance of pay cheques. Some cases were brought to my attention where the men had continued in the employ of the Company until the monthly pay-roll had been sent to Winnipeg, and then left and came to Edmonton and demanded their money. In the ordinary course these former workmen could not secure what was due them until the pay-car arrived, possibly not for a week or ten days, but the official at Edmonton had through the use of the telegraph found out the amounts due, had the names cancelled on the monthly pay-list, and issued pay cheques in the course of one or two days. It was also related to me that during the season a number of men lost their identification slips. This occasioned delay in payment of wages, but the communication necessary in such cases had been carried on by telegraph in order to expedite payment. While it would appear that there have been some delays in payment of wages to Grand Trunk Pacific Railway Company workmen, the Company has apparently endeavoured to overcome the difficulty.

i "Where men leave the Company's service it might be advisable for the foreman to state explicitly the time when the discharge ticket would be expected to reach the office of the person authorized to issue pay cheques, in order to, if possible, eliminate the disappointment consequent on the arrival of the payee in advance of the time checks. Where any considerable number of men have been discharged, it is only reasonable to expect that there should be some delay, as the time checks have to be made up in triplicate before being sent to the pay-office, but the officials who handle these time checks should be urged to make provision for payment as speedily as possible.

"The employés of Foley, Welch & Stewart are paid monthly by cheque, at the Company's office, upon presentation of identification forms, which give the employé's name, pay-roll number, and amount due, and must be signed by the payee. If a workman leaves or is dismissed from the contractor's service before the close of the month, a time certificate is issued, which is honoured at the office of the Com-

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pany at any time during working hours. I did not hear of any complaints regarding delay in payment of wages by the contractors, either in Edmonton, or along the line.

## ALLEGED EPIDEMIC OF TYPHOID FEVER.

"While conducting the inquiry in Edmonton I called on Dr. Whitelaw to ascertain to what extent fever patients had been brought from the railway construction camps to the hospitals in Edmonton. Medical health officer Dr. Whitelaw furnished me with a copy of the returns of typhoid fever patients who had been admitted into the city hospitals during the months of August, September and October, 1910, from places outside of Edmonton. In August there were twenty, September nineteen, and October twenty-one, making a total of sixty cases. All of these except two came from west of Edmonton. Five were recorded as coming from the camps of Foley, Welch & Stewart. As a large number were entered as having contracted the disease in Grand Trunk Pacific Railway camps, I interviewed Dr. J. A. Hislop, Grand Trunk Pacific Railway physician, who informed me that frequently patients when being admitted would claim that they came in from work on the Grand Trunk Pacific Railway, when as a matter of fact they had not been connected with the railway at all, and in support of this indicated on the list I had received from Dr. Whitelaw five such cases. There were in reality nine Grand Trunk Pacific Railway patients in the records furnished, which made fourteen fever cases of men employed on railway work west of Edmonton. The balance of forty-four were brought in from Edson and Wolf Creek, and were not recorded as having contracted the disease in any railway or construction camp. Four of the forty-four were members of one family at Wolf Creek.

"To ascertain to what extent the men in the camps had been afflicted with sickness, and the accommodation which had been provided, I visited the hospitals at Big Eddy and Prairie Creek. The third hospital, that at mile 42, was closed at the time of my visit, the two being sufficient for present requirements. From the hospital records I learned that from April 1, 1910, to November 25, 1910, the big Eddy and Prairie Creek hospitals had handled 416 in-patients, while mile 42 hospital, from its opening until the close, had twenty-six, a total of 442. Of these, 253 were fever cases, divided over the different hospitals as follows: Prairie Creek, 212; Big Eddy, fifteen; Mile 42, twenty-six. There were in all twenty-five deaths from fever, and seven from other causes. To form a fair estimate of the prevalence of illness and the death-rate it should be borne in mind that during the past season there have been, according to the contractor's statement, approximately 10,000 men employed for longer or shorter periods, with an average of about 2,500 employes in the camps at all times. Some of the doctors whom I met informed me that the fever from which most of the stricken employes suffered was not typhoid as popularly called, but was termed mountain fever. This disease, the physicians stated, in some cases only caused a feeling of illness for a short time, and came on very suddenly; in some cases the patient recovered in a couple of weeks, while others were quite sick for a month. There are rarely any relapses. Furthermore, the doctors did not believe that camp conditions were entirely responsible, because many men employed in isolated places, such as station men and freighters, were afflicted with the disease, as well as the Grand Trunk Pacific Railway engineers, whose camps did not contain more than three or four men, and were in most cases situated a considerable distance from the grade camps. The country through which the railway passes, I was informed, is usually infested with mosquitoes, but during the past season there was an entire absence of these pests. Flies in great numbers, however, were everywhere, and were a source of much annoyance, and in the opinions of the physicians were no doubt responsible in some measure for the spread of the fever.



## HOSPITAL ACCOMMODATION.

"The buildings at Big Eddy and Prairie Creek are well constructed of logs, and at the time that I visited the hospitals, I found everything neat and clean and the buildings were well heated. The bedsteads are of iron, with spring mattresses. During the summer many of the patients were accommodated in tents on canvas cots. Each hospital had a dispensary which was well supplied with drugs, while the Prairie Creek institution had a well-equipped operating-room. Books in which patients' names, relatives' names and addresses, &c., are entered are kept in each hospital, and similar bed-side charts to those used in the city hospitals are in use.

"At Big Eddy hospital Dr. Baker is in charge with a staff of six orderlies and nurses. There were thirteen patients at the time of my visit, most of whom were nearly convalescent. At Prairie Creek, Dr. Richardson is in charge, with Drs. Myers and Schillerberg assisting, and a staff of eight orderlies and nurses. There were thirty-three patients, about half of whom were in the convalescent class. The hospitals were supplied with eggs, cocoa, malted milk and other nourishing foods. The monthly cost of the staffs of the two hospitals now in operation is \$1,155. The cost of maintenance and medicine could not be ascertained, but I was informed that it would amount to several thousand dollars. The contractors claim that there will be a very heavy loss in the hospital service for this year. At Prairie Creek I met Engineer Smith, in charge of the Grand Trunk Pacific Railway engineering staff, who informed me that the engineers, ten in number, who had been treated for fever in the contractor's hospitals were well looked after, and paid a high tribute to the doctors in charge.

## COMPLAINT.

"A complaint which I received during my stay in Edmonton regarding the hospital service on Messrs. Foley, Welch & Stewart's contract was in the form of a communication from Mr. William C. Kerry, of Edmonton, Alta., who stated that during his stay in the hospital at Prairie Creek he had been given sour bread to eat. He also stated that sick men had been given the work of washing towels, sheets, &c., as well as carrying wood and water. I brought this complaint to the attention of Dr. Richardson, who informed me that Mr. Kerry was a patient at the hospital from November 6 to 15, during which time he made no complaint to him, but that just previous to leaving the hospital Mr. Kerry had made application for the position of laundryman at \$45 per month and board, and because he did not receive it was much annoyed. The noon meal was just being prepared at the time of my visit and I went into the kitchen to ascertain what was being cooked. There was roast beef, boiled potatoes, rice and blanc mange. The cook informed me that bread was baked every day, that of the previous day's baking being used, and rarely was there any left over after all had been fed.

## GRAND TRUNK PACIFIC BOARDING CARS.

"The complaint regarding accommodation of men working for the Grand Trunk Pacific Railway Company was made by Mr. H. T. Moddrel, who had worked in tie gang No. 1 for a few weeks, and had been discharged for refusing to do work in connection with transferring ties from box to flat cars. Mr. Moddrel considered the work dangerous, as one man who had been at the work had already fallen and injured himself. Mr. Moddrel stated that in the gang in which he was employed there were about thirty-six men, some of whom were compelled to sleep in box cars without windows or ventilation of any kind. One man who had some tools had bored holes in the car to permit of ventilation. The complainant also informed me that if he had not been discharged he would have remained on the work as long as it lasted.



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"On the journey from Edmonton to the end of steel, I took note of all boarding cars, and I failed to find any without windows. In fact, the equipment of gang No. 1 appeared to be better, if anything, than that of the others. The boarding cars of the Grand Trunk Pacific Railway Company are cleaned out every day, and a doctor visits and inspects once a week the accommodation provided for the workmen.

## EMPLOYMENT AGENCIES.

"Before concluding this report I desire to call attention to what appears to me to be a misrepresentation on the part of some of the employment agencies in Winnipeg, who had sent men up to work as teamsters and labourers for Foley, Welch & Stewart. I secured a number of contracts made out by different employment agents in Winnipeg, in which it was stated that the work for which the person had been engaged was either in the vicinity of Wolf Creek or Edson, to both of which points there is rail connection. Some of these contracts were made as late as September 23, 1910, when there was no work for teamsters or labourers in the localities mentioned. In fact, the scene of operations was much further west, from 40 to 50 miles. It is quite possible that men who expected to find their employment in the vicinity of Wolf Creek or Edson would be disappointed upon their arrival to find that such was not the case, and could not well be blamed for expressing dissatisfaction. One of the agents in Winnipeg, however, who had engaged men, had it clearly stamped across the contract form that work was 100 miles west of McLeod river. This stream runs close to Wolf Creek. This agent stated to me that he had always endeavoured to inform the prospective employes of the exact locality in which work was being carried on, and I would suggest to the contractors that all other agents who are requested to secure men for them in the future be instructed to give similar information.

## RECOMMENDATIONS.

"A matter which was brought to my attention was the difficulty experienced in securing postage stamps in the camps, some of the men who are desirous of writing to relatives or friends having to wait for days before being able to post their letters. I would recommend that where construction work is being carried on in districts remote from post offices that the contractors should be given licenses by the Post Office Department to sell postage stamps and post cards to their employes.

"In conclusion, I desire to recommend that an inspector of railway construction, under the control of the Minister of Labour be appointed, with power to inspect camps and construction work, and to hear and investigate any complaints in connection therewith. Much of the railway construction work is necessarily carried on in parts remote from civilization, where it is difficult for workmen to secure speedy redress of any grievance. The appointment of a Government officer to make regular visits of inspection through these remote regions, to look after the welfare of the men engaged in this class of labour, would, I feel, inspire confidence among the workmen, and would also afford a much more ready method of investigating grievances than at present prevails.

"I have the honour to be, Sir,

"Your obedient servant,  
(Signed) FRANK J. PLANT."

## MR. PLANT'S RECOMMENDATIONS.

In connection with the recommendations made by Mr. Plant at the close of his report: (1) that contractors should be given licenses to sell stamps and post cards to their employes, and (2) that railway construction camps should be made subject to regular official investigation, it is to be noted that as to the first point

the Postmaster-General, on the representations of the Minister of Labour, arranged for the sale of stamps under convenient conditions by the contractor for the section concerned, and as to the inspection of construction camps, the estimates of the Department for 1911-12 included an appropriation for the payment of an officer for the purpose indicated.

**Settlement of Complaint re Alleged Non-Payment of Wages in Connection with Construction of the Atlantic, Quebec and Western Railway.**

A letter was received in the Department of Labour on August 11, 1910, from the Honourable Rodolphe Lemieux, Postmaster-General, with which was enclosed a communication from Mr. Sylvain Lancup, of Little River, Quebec, in which complaint was made of alleged non-payment and short payment of wages due certain workmen for work performed in connection with the construction of the Atlantic, Quebec and Western Railway between Paspebiac and Gaspé.

In declarations made by employés working on the railway in question it was stated that wages had been withheld by one of the sub-contractors who had undertaken work for the New Canadian Company, Limited. This sub-contractor, Peter Johnston by name, was operating in the vicinity of Brèche à Manon, and the outstanding claims against him related to non-payment and short payment of workmen, non-payment of hire of horses, non-payment of blacksmith's account, non-payment of doctor's fees, &c.; also it was alleged that wrong figures of the employés' time and rates of wages had been inserted in the pay-sheets.

Mr. Victor DuBreuil, one of the Fair Wages Officers, by instruction received from the Acting Deputy Minister of Labour, proceeded to Gaspé to investigate the cause of the complaints.

As the circumstances disclosed by the inquiry of Mr. DuBreuil appeared to indicate a breach of the subsidy contract with the Atlantic, Quebec and Western Railway, the matter was brought to the attention of the Honourable the Minister of Railways and Canals, in order that the necessary steps might be taken to secure a settlement of the outstanding claims.

On November 23, a letter was received in the Department from the General Manager of the Atlantic, Quebec and Western Railway, requesting the Minister to again send an officer to Gaspé in order to ascertain if all reliable claims had since been paid. Mr. DuBreuil was instructed accordingly, but before reaching Gaspé, was furnished by the General Manager of the Atlantic Quebec and Western Railway Company, with letters which the latter had received from the Mayor of Brèche à Manon, and also from the party who originally made the complaint on behalf of the workmen, in which it was stated that the matter had been satisfactorily settled, and that there would, therefore, be no necessity for Mr. DuBreuil to proceed to Gaspé. The General Manager also assured the Department, on behalf of the Atlantic, Quebec and Western Railway Company, that should any reasonable complaints be made against the contractors, he would see that the same were settled immediately.

## VI.—AN ACT TO PROHIBIT THE IMPROPER USE OF OPIUM AND OTHER DRUGS.

A Bill to prohibit the improper use of Opium and Other Drugs was introduced by the Minister of Labour in the House of Commons on January 19, and became law on May 19, under the title of "The Opium and Drug Act." This measure, as originally drawn, was designed to prohibit the importation, manufacture, sale or use of opium for other than scientific or medicinal purposes. As a result of further investigation, the scope of this Bill was subsequently enlarged by the Minister so as to comprehend the prohibition of the improper use of opium, morphine and cocaine. Upon the advice of the Director-General of Public Health and the Medical Adviser of the Commission of Conservation, the schedule of drugs to which the proposed enactment should apply was still further enlarged whilst the Bill was before Parliament. The drugs to which the law accordingly applies are as follows:

Opium, morphine or any salts or compounds thereof; cocaine, or any salts or compounds thereof; eucaïne, or any salts or compounds thereof.

It is also provided that the Governor-in-Council may from time to time add to the schedule any alkaloids, derivatives, or preparations of the drugs above named, the addition of which may be deemed necessary in the public interest, such orders to take effect at the expiration of thirty days from the time of publication in the *Canada Gazette*.

By section 3, of this Bill, it is declared that every person who imports, manufactures, sells, or has in his possession any of the drugs mentioned in the schedule, for other than scientific or medicinal purposes is liable, on summary conviction, to a fine not exceeding \$500 and costs, or to imprisonment for a term not exceeding one year, or to both fine and imprisonment. By section 4, it is declared unlawful to smoke opium or to have in one's possession opium which has been prepared for smoking, and any person who, without lawful and reasonable excuse, is found in any room or house used for opium smoking is also made liable to punishment. The provisions of this Bill against opium smoking will not come into effect until the first of July next, but the Bill in other respects will become operative from the date of its enactment.

By section 5 of the Bill, provision is made for the strict regulation of the sale of the drugs to which the Bill applies, by both wholesale and retail druggists. It is declared in this section that a record must be kept of all sales, and that in the case of retail druggists the drugs in question shall only be sold upon the authority of a written prescription or order of a physician, veterinary surgeon, or dentist, and that any druggist who fails to keep a proper record of sales or who, without proper authority, uses any prescription on more than one occasion is liable to prescribed penalties. It is also declared that any physician signing a prescription or order for the filling of which any of the drugs mentioned in the schedule is required, unless these drugs are intended for medicinal purposes or for the treatment of the individual for whom they are prescribed, is liable to prescribed penalties. Section 6, forbids the export of the drugs named in the schedule to any country which prohibits the entry of these drugs. Sections 7, 8 and 9 authorize the issue of search warrants for the search of any premises on which it is suspected that any of these drugs may be concealed, and for their destruction by order of any magistrate. The Governor-in-Council is empowered to make necessary orders and regulations for the use or sale, for scientific purposes, of the drugs named in the schedule, also for carrying out the intention of the Act. Chapter 50 of the Statutes of 1908, known as the "Opium Act," is repealed, its purpose being more fully covered by the present Bill.



## MINISTER'S STATEMENT IN PARLIAMENT.

The Minister of Labour, in presenting the Bill for second reading, observed that in the passage of this legislation Canada was not merely helping herself, but was taking part in a world-wide movement. A great deal, he said, was heard about the necessity for the conservation of our natural resources, but the most important of all these resources were the people's health and welfare. It was to keep this intact and to help to build up in Canada a strong, healthy, and moral people that this Bill was proposed. In the course of his further remarks, the Minister explained that the Bill would give effect to some of the resolutions adopted by the International Opium Commission which assembled in Shanghai, China, in February, 1909, and which was attended by representatives of thirteen or fourteen different countries. As a result of the adoption by the Dominion Parliament in 1908 of what was known as the "Opium Act," the manufacture of opium in Canada had been completely suppressed. The importation and smoking of opium had, however, continued in spite of police vigilance, and one of the objects of the present Bill was to strengthen the hands of the Customs and Police authorities in these respects.

The prohibition of the importation, manufacture, sale, and use of cocaine for other than scientific and medicinal purposes was, the Minister explained, based on representations which had been made to the Dominion Government from Montreal and other centres, respecting the prevalence of an illicit traffic in cocaine with habitual users of this drug and the deplorable results which had already attended the growth of this habit. Mr. W. P. Archibald, Dominion Parole Officer, was authority for the statement that from twelve per cent. to fifteen per cent. of all the young persons with whom he had come into contact in the penitentiaries of Canada attributed their downfall to drugs. Mr. Archibald had said, indeed, that he would not be greatly surprised if upon closer inquiry it was found that the actual percentage exceeded twenty-five per cent. The Minister alluded also to a communication which he had received from the Chief of Police of Montreal, in which it was stated that over 125 arrests had been made by the Police of that City during the preceding six months for the sale and use of cocaine. It was said that cocaine was even distributed free among school children in that City, in order to foster the habit among boys and girls. The Canadian Pharmaceutical Association, at its last Annual Meeting in September, adopted a strong resolution urging upon the Federal Parliament the imperative necessity for legislation to prohibit or control the sale of all habit forming drugs and narcotics throughout Canada. A large number of prominent citizens in Montreal, as well as associations of various kinds in that City, had also urged upon the Government the especial need for Federal legislation for the suppression of the cocaine traffic and the cocaine habit, which, as above indicated, had already attained to alarming proportions in Montreal.

A number of minor amendments were made to the Bill in the course of its consideration by both Houses of Parliament, none of which affected, however, the principle of the legislation, which was very generally concurred in by all who took part in the discussion.

## TEXT OF THE ACT.

The measure as assented to by His Honour the Deputy-Governor on May 19, is in the following terms:

## AN ACT TO PROHIBIT THE IMPROPER USE OF OPIUM AND OTHER DRUGS.

His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

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1. This Act may be cited as *The Opium and Drug Act*.

2. In this Act, unless the context otherwise requires,—

(a) “drug” means and includes any substance mentioned in the Schedule to this Act; or which may be added thereto under the authority of this Act;

(b) “opium” means and includes crude opium, powdered opium, and opium prepared for smoking, or in any stage of such preparation;

(c) “imports” or “imported” means and includes the bringing or conveying, or the causing to be brought or conveyed, into Canada, of any drug;

(d) “export” or “exporting” means and includes the taking or conveying, or causing to be taken or conveyed, out of Canada, of any drug;

(e) “magistrate” means and includes any judge of the sessions of the peace, recorder, police magistrate, stipendiary magistrate, two justices of the peace, or any magistrate having the power or authority of two or more justices of the peace.

3. Every person who, without lawful or reasonable excuse, imports, manufactures, sells, offers for sale, has in his possession, or takes or carries or causes to be taken or carried from any place in Canada to any other place in Canada, any drug for other than scientific or medicinal purposes shall be guilty of a criminal offence and shall be liable, upon summary conviction, to a fine not exceeding \$500 and costs, or to imprisonment for a term not exceeding one year, or to both fine and imprisonment.

4. Every person who smokes opium, or who, without lawful or reasonable excuse, has in his possession opium prepared or being prepared for smoking shall be guilty of a criminal offence and shall be liable, on summary conviction, to a fine not exceeding \$50 and costs, or to imprisonment for a term not exceeding three months, or to both fine and imprisonment.

(2.) Any person who, without lawful and reasonable excuse, is found in any house, room or place to which persons resort for the purpose of smoking or inhaling opium, shall be guilty of a criminal offence and shall be liable, upon summary conviction, to a fine not exceeding \$100 and costs, or to imprisonment for a term not exceeding one month, or to both fine and imprisonment.

5. Any person who deals in any drug, who gives, sells or furnishes any drug to any person other than a duly authorized and practising physician, veterinary surgeon or dentist, or to a bona fide wholesale druggist or to a druggist carrying on business in a bona fide drug store, or who neglects to make or preserve a proper record in a suitable book of the name and address of the physician, veterinary surgeon, dentist or druggist to whom he gives, sells or furnishes any drug, and the date of such sale; and any druggist who gives, sells or furnishes any drug except upon a written order or prescription signed by a duly authorized and practising physician, veterinary surgeon or dentist, or who, without the authority of the prescribing physician, veterinary surgeon or dentist, uses any prescription to sell any drug on more than one occasion, or who neglects to make or preserve a proper record in a suitable book of the name of the physician, veterinary surgeon or dentist signing such order or prescription, the date of filling the order or prescription, and in the case of a prescription the name of the person for whose use the prescription was granted, or who refuses to allow such record to be examined by any police officer, shall be guilty of a criminal offence and shall be liable, upon summary conviction, to a fine not exceeding \$200 and costs, or to imprisonment for a term not exceeding three months, or to both fine and imprisonment.

(2.) Any physician who signs any prescription or order for the filling of which any drug is required, unless such drug is required for medicinal purposes or is prescribed for the medical treatment of a person who is under professional treatment by such physician, and any dentist or veterinary surgeon who signs any order for any drug, unless such drug is required for medicinal purposes in connec-



tion with his practice as a dentist or veterinary surgeon, shall be guilty of a criminal offence and shall, upon summary conviction, be liable to a fine not exceeding \$200 and costs, or to imprisonment for a term not exceeding three months, or to both fine and imprisonment.

6. Any person without lawful or reasonable excuse exporting or attempting to export any drug to any country which prohibits the entry of such drug shall be guilty of a criminal offence and shall be liable, upon summary conviction, to a fine not exceeding \$500 and costs, or to imprisonment for a term not exceeding six months, or to both fine and imprisonment.

7. If it be proved upon oath before any magistrate that there is reasonable cause to suspect that any drug is kept or concealed for any purpose contrary to this Act in any dwelling-house, store, shop, warehouse, outhouse, garden, yard, vessel or other place, such magistrate may grant a warrant to search by day or night any such place for such drug, and if such drug is there found, to bring it before him.

8. When any person is convicted of an offence against this Act, the convicting magistrate may adjudge and order, in addition to any other penalty or punishment, that the drug in respect of which the offence was committed, or which has been seized under the search warrant as aforesaid, and all receptacles of any kind whatsoever found containing the same, be forfeited and destroyed, and such order shall thereupon be carried out by the constable or peace officer who executed the said search warrant, or by such other person as may be thereunto authorized by the said convicting magistrate.

9. Any drug now in the custody of any court, and any drug that may be seized for the violation of any law, shall be destroyed, unless such drug is claimed within three months after the passing of this Act, or after such seizure as the case may be, and it is established to the satisfaction of the court that no offence has been committed in connection therewith, or unless the court otherwise orders, provided however, that the provisions of *The Customs' Act* shall apply to any drug unlawfully imported into Canada.

10. If any person charged with an offence against this Act pleads or alleges that he imported, manufactured, sold or offered for sale, or had in his possession, any drug in respect of which the offence is charged, for scientific or medicinal purposes, the burden of proof thereof shall be upon the person so charged.

11. One half of any fine recovered from any person convicted of an offence against this Act may be paid to the person giving information leading to such conviction, if so directed by the magistrate.

12. No conviction, judgement or order in respect of an offence against this Act shall be removed by certiorari into any of His Majesty's courts of record.

13. The Governor-in-Council may make such orders and regulations as are deemed necessary or expedient for carrying out the intention of this Act; for the seizure of any drug that there is reason to believe is liable to forfeiture under this Act; and for the use or sale of any drug for scientific purposes.

14. The Governor-in-Council may, from time to time, add to the Schedule to this Act any alkaloids, derivatives or preparations of the drugs named in the said Schedule, the addition of which is by him deemed necessary in the public interest, and every order in-council in that behalf shall be published in *The Canada Gazette*, and shall take effect at the expiration of thirty days from the date of such publication.

15. Chapter 50 of the statutes of 1908 is hereby repealed.

16. Section 4 of this Act shall not come into force until July 1, 1911.

#### SCHEDULE.

Cocaine, or any salts or compounds thereof; morphine or any salts or compounds thereof; opium, eucaine or any salts or compounds thereof.



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## VII.—A BILL TO PROHIBIT THE MANUFACTURE AND IMPORTATION OF MATCHES MADE WITH WHITE PHOSPHORUS.

Reference was made in the last Annual Report of this Department to the receipt on December 17, 1909, of a despatch from the Colonial Office, in which inquiry was made whether the Government of Canada was desirous of participating in a Convention with various foreign countries for the prohibition of the use of white phosphorus in the manufacture of matches. Reference was also made to an inquiry instituted by this Department to ascertain whether white phosphorus matches were being made in Canada. The results of this latter investigation may be briefly summarized as showing that there are at present four factories engaged in the manufacture of matches in Canada; that so far as known all these factories use white phosphorus for the production of matches of the "strike-anywhere" kind; also that the use of white phosphorus in Canada, as elsewhere, has been the cause of an industrial disease of an especially loathsome and dangerous kind, known as "Phosphorus Necrosis", or more popularly as "Phossy Jaw."

The Minister of Labour, on consideration of the subject, was of opinion that it was desirable that Canada should follow the example of the Mother Country and other European nations, which had already adopted drastic measures for the avoidance of this disease. The subject was accordingly brought to the attention of the Parliament of Canada by the Minister on November 24, and a Bill was subsequently introduced on the lines of the British law, which was still under consideration by the House of Commons at the end of the fiscal year. The Bill in question was entitled "An Act to Prohibit the Manufacture and Importation of Matches Made with White Phosphorus," and was based on a resolution in the following terms, which was adopted by the House of Commons, without division, on January 19:—

"Resolved, That it is expedient, in connection with the Bill 10, now before this House, to provide for the prohibition of the manufacture and importation of matches made with white phosphorus; to empower the Commissioner of Patents on petition to fix terms for the use of any process patented at the time of the passing of this Act for the manufacture of matches without white phosphorus, other than matches intended to strike only on a surface specially prepared for the purpose; to provide for the inspection of any place where it is suspected that matches made with white phosphorus may be found; to examine any receptacle or place in which it is suspected that such matches may be; to authorize the Governor-in-Council to make such orders and regulations as may be necessary; and to fix penalties for infractions of the Act."

## THE DISEASE OF PHOSPHORUS NECROSIS.

In moving the adoption of this resolution, the Minister of Labour alluded to the steps which had already been taken by Great Britain and a number of countries of Continental Europe for the prohibition of the use of white phosphorus in match making, as the only means of suppressing this dread disease. In explaining the nature of the disease, the Minister quoted the words of Dr. Thomas Oliver, of Newcastle-on-Tyne, a member of the British Commission of 1899, on "The Use of Phosphorus in the Manufacture of Lucifer Matches," who in his report to the Home Department described Phosphorus Necrosis as follow:—

"The presence of decayed teeth predisposes a match maker to the disease, for the phosphorus fumes penetrate carious teeth and readily induce a periostitis

or acute inflammation of the covering of the jawbone. The gum becomes swollen, and both it and the jawbone painful. Sooner or later pus forms, and although the tooth, or the teeth, are extracted, the pain continues, but in a less severe form. The inflammation gradually extends to the bone, which undergoes a process of slow destruction. For months pus keeps oozing out into the mouth in minute quantities, some of which is swallowed, and tends to induce chronic toxæmia. By means of the use of antiseptic mouth washes the morbid process gradually ceases by a piece of dead bone being thrown off, or the decayed bone is removed by surgical operation, when the patient recovers with or without facial deformity.

The Minister observed that in addition to the attention which the subject of phosphorus poisoning had received in Europe, it had also been recently made the subject of a very full and complete investigation in the United States by Dr. John B. Andrews, Secretary of the American Association for Labour Legislation, who had written of the disease as follows:—

“Poisoning from phosphorus has many evil effects. Some are local, others general. The general effect most frequently noted in cases of chronic phosphorus poisoning is anæmia. The daily breathing of air laden with phosphorus fumes and continual contact with the particles of phosphorus result in a gradual lowering of vitality, which in turn invites other forms of disease. This is one of the most prevalent and most serious results of phosphorus poisoning. But such general effects are much more difficult of actual determination and consequently the local effects which are more conspicuous receive the greater attention.

“Phosphorus necrosis, the peculiar local form of the disease, is caused by the absorption of phosphorus through the teeth or gums. The generally accepted theory is that minute particles of the poison enter, usually, through the cavities of decayed teeth, setting up an inflammation which, if not quickly arrested, extends along the jaws, causing the teeth to loosen and drop out, and that jawbones slowly decompose and pass away in the form of nauseating pus, which sometimes breaks through the neck in the form of an abscess or, if not almost continually washed out, oozes into the mouth where it mixes with the saliva and is swallowed.

“Treatment is largely preventive, but when the disease is once established a serious surgical operation is often the only means of arresting the process of decay. In many instances of poisoning it is necessary to remove an entire jaw, and in several cases both jaws have been removed at a single operation. A number of cases of necrosis have resulted in death.

“It is the awfulness of the disease and the ease with which it can be prevented that has led many countries where the effects of the disease and the means for its prevention have been studied, to do away with the disease forever.”

#### MATCHES OF THREE KINDS.

There are, broadly speaking, three kinds of matches in use, viz.: (1) The safety match, which is non-poisonous, and contains no white phosphorus. This match must be struck on a prepared surface, on the box, containing red phosphorus; (2) the strike-anywhere match, commonly known as the parlour match, which contains white phosphorus; (3) a non-poisonous, strike-anywhere match, which contains no white phosphorus.

Inquiry as to European experience showed that as a result of the failure of attempted regulation of the match making industry in Finland, a law was passed in that country in 1872, prohibiting the use of white phosphorus. Two years later, Denmark followed the foregoing example. In France, where the manufacture of



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matches is a State monopoly, a substitute for white phosphorus was discovered, known as sesquisulphide of phosphorus. Upon obtaining the right of use of this substitute, a law was passed in France in 1897, prohibiting the use of white phosphorus in match making. In Switzerland, prohibition was passed in 1898 and in the Netherlands in 1901. In 1906, through the efforts of the International Association for Labour Legislation, an International Conference was convened in Berne, Switzerland, which resulted in the adoption of a convention to secure the absolute prohibition of the manufacture, importation, and sale of matches made with white phosphorus. This treaty was signed by France, Denmark, Luxemburg, Italy, Switzerland, the Netherlands, and Germany. The British Government, prior to the assembling of this Conference, had adopted very stringent regulations for the protection of employees in match factories, and for this reason did not become a party to the Convention. In 1908, however, the British Government, having found the regulations referred to insufficient, decided to give its adherence to the Convention, and adopted legislation for this purpose, effective from June 1, 1910. With the exception, therefore, of Norway, Sweden, and Russia, which have regulations of their own, all the principal countries of Europe have accordingly become parties to the Berne Convention. The following British Colonies have also given their adherence thereto: The Orange River Colony, Cyprus, British East Africa, Gibraltar, Malta, Mauritius, Seychelles, Southern Nigeria, Leeward Islands and Fiji, also the following French possessions: The Somali Coast, Reunion, Madagascar and its dependencies, the French settlements in Oceania and New Caledonia, Tunis and the Netherlands Indies.

In the United States, where phosphorus necrosis has claimed many victims, the American Association for Labour Legislation is heading a movement for the suppression of this industrial disease, and legislation is at the present time before Congress with the object of abolishing the use of white phosphorus matches. In this connection, the President of the United States sent a message to Congress on December 6, 1910, in which he said: "I invite attention to the very serious injury caused to all those who are engaged in the manufacture of phosphorus matches. The diseases incident to this are frightful, and as matches can be made from other materials entirely innocuous, I believe that the injurious manufacture could be discouraged and ought to be discouraged by the imposition of a heavy federal tax. I recommend the adoption of this method of stamping out a very serious abuse."

Following the receipt of communications from the British Colonial Office, inquiring whether Canada desired to become a party to the Berne Convention, letters were addressed by the Deputy Minister of Labour to the various Provinces, to ascertain whether any legislation for the protection of workers in match factories existed in this country and also to ascertain the extent of the match making industry and the grounds which might exist for any legislation on the subject. It was learned in this way that match factories are in operation at Hull, Quebec, at Hampton, N.B., and at Halifax, N.S., whilst a factory is also beginning business in the Province of Quebec and still another in the Province of Ontario.

## PHOSPHORUS NECROSIS IN CANADA.

As the result of inquiries by officers of the Department of Labour it was discovered that a number of cases of white phosphorus poisoning have occurred in this country and that some of these cases are under treatment at the present time. The Minister referred, without mentioning names, to three deaths from phosphorus poisoning which occurred during the past year, and cited also six cases of phosphorus poisoning existing at the present time, but which have not proved fatal.

The White Phosphorus Matches Bill introduced in the Dominion Parliament is as nearly as possible an exact reproduction of the British Act, and specifically prohibits the manufacture and importation of white phosphorus matches, under penalties. Provision is made under Section 5 by which manufacturers may obtain



through the Commissioner of Patents, on equitable terms, the use of any patented process for the manufacture of matches without white phosphorus, other than matches intended to strike only on a surface specially prepared for the purpose.

#### A NON-POISONOUS SUBSTITUTE FOR WHITE PHOSPHORUS

Sesquisulphide of phosphorus, to which reference has already been made as a non-poisonous substitute for white phosphorus in the manufacture of strike-anywhere matches, is the particular substitute which has already come into general use in a number of the countries who are parties to the Berne Convention. In the United States, where the patent on this substance is controlled by the Diamond Match Company, a letter was communicated to one of the Committees of Congress in 1909 from the then President of the Diamond Match Company, in which it was stated that the latter "believing this article to be a remedy for the prevailing trouble in manufacturing matches, namely, phosphorus necrosis, is willing to permit the use of sesquisulphide in the manufacture of matches in America if the Government provided for the prohibition of the use of white phosphorus by other manufacturers of matches not owning an interest in the patent, they all to be put on equal terms with the Diamond Match Company as to the use of the patents. The Minister of Labour, on being apprised of this offer, addressed a communication on December 31, 1910, to the President of the Diamond Match Company, inquiring whether in the event of the present Bill becoming law the Diamond Match Company will be prepared to permit the use of sesquisulphide in the manufacture of matches in Canada on the same terms on which, according to the offer already referred to, it was prepared to allow its use in the United States; that is to say, that all manufacturers should be put upon equal terms with the Diamond Match Company in the use of the patent. The reply of Mr. Edward R. Stettinius, President of the Diamond Match Company, under date of January 11, 1911, was in part as follows:

"The fourth section of the English White Phosphorus Act provides that any person who is manufacturing or proposing to manufacture matches may present a petition to the Board of Trade praying for the grant of a compulsory license, &c. So far as we, as owners of the Canadian patent are concerned, we would be quite satisfied with a similar provision in the Canadian law."

In concluding his address in the House of Commons, on January 19, on the resolution relative to the manufacture of white phosphorus matches, the Minister of Labour, referring to conditions which had been disclosed by investigation in the match industry in Canada, spoke as follows:

"It is not a pleasant task to bring facts of this kind before the House, but I must say that when I came back from attending the conference at which this subject was being discussed these facts were put before me, and I felt that I would certainly be negligent in the duty that I owed to this country if I hesitated to bring into Parliament, for the sake of concealing facts of this kind, similar legislation to that which has been enacted in Great Britain. We talk a great deal in these days about the conservation of natural resources, but I think that more important than the conservation of natural resources is the conservation of human resources, the conservation of human health and of human life. Resources are well enough; our lumber, timber, ore and minerals were all given to us for a great purpose, but they were given for the preservation and not the destruction of life. So the Department of Labour has taken as one of the objects which is before it, as part of the work which I trust it will be able to carry on through the years to come, this important question of the conservation of human life, the protection of working people and the great mass of the people of this country from occupational or other diseases which help to undermine the strength of the nation. I think that every member of this

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House believes that if this country is to be what we wish it to be, a country of happy, contented people, we must make of it a country possessed of a strong, a healthy and a powerful people."

The resolution as above set forth was adopted by the House of Commons on January 19, without division, a Bill (No. 96) to Prohibit the Manufacture and Importation of Matches made with White Phosphorus being introduced by the Minister on the same day. When the Parliament adjourned on May 19, the Bill was down for second reading.

## VIII.—STRIKES AND LOCKOUTS IN CANADA DURING 1910, WITH COMPARATIVE STATISTICS FOR THE YEARS 1901-10 INCLUSIVE.

The statistics for 1910 regarding industrial disputes\* in Canada present the phenomenon of indicating an increased number of strikes and an increase in the number of employees concerned, yet a considerable decrease in the number of working days lost by comparison with the previous year or two; and since this last feature of strikes is that with regard to which a decrease is most of all to be desired, representing, as it does, the net loss to the community, the result of the record for the year may be regarded as not unsatisfactory. The total number of strikes and lockouts reported during the calendar year 1910 was eighty-four, as compared with sixty-nine in 1909; the years from 1901 onward were as follows: 1901, 104; 1902, 123; 1903, 160; 1904, 103; 1905, 87; 1906, 139; 1907, 151; 1908, sixty-nine; 1909, sixty-nine.

Although, therefore, the figures for 1910 were larger than during 1909 or 1908, they were smaller than for any other year of the decade during which a statistical record on the subject has been kept.

The only strikes of serious importance during the year were those involving coal miners at Springhill, N.S., and railway conductors and trainmen on the Grand Trunk Railway. The dispute at Springhill affected the mines of the Cumberland Railway and Coal Company, a property which has, however, subsequently passed into the hands of the Dominion Coal Company at Sydney, N.S. The difficulty had been left over from the preceding year; the strike began on August 10, 1909, continuing throughout the whole of that year and the year 1910; the mines had been, however, in partial operation much of the time. About 1,500 men had originally ceased work, the matter in dispute being largely the refusal of the operating Company to recognize the trade organization to which the men belonged. During the progress of the strike many miners left Springhill to seek work elsewhere; those continuing resident at Springhill, estimated approximately at 1,000, with few exceptions, remained on strike. In January, 1910, the Company re-opened one of the mines, mainly with the aid of labour brought from elsewhere, and from this date onward mining operations continued to a limited extent. It may be added that the strike continued well into the year 1911, ending only on May 29, immediately prior to the date of writing, having lasted then nearly 22 months.

### MAGNITUDE OF DISPUTES.

Out of the eighty-one disputes during 1910 a large proportion were slight in character, affecting each less than 100 employés; four disputes involved each over 1,000 employés and seven concerned each from 500 to 1,000 employés. The total number of employés involved in trade disputes beginning during the year was approximately 19,554, compared with 17,302 in 1909 and 26,250 in 1908.

### LOSS OF TIME IN WORKING DAYS.

The loss of time to employés, through trade disputes during 1910, was approximately 718,745 days, compared with a loss of 872,000 days in 1909, and 718,443 days in 1908. These estimates may not, however, be regarded as absolutely exact on account of the lack of definite information in a number of cases. Only approximate estimates are possible in cases where work is gradually resumed and the

\*In this chapter the expression Trade Disputes refers only to disputes which involved a cessation of work.



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strikers return a few at a time, and in other cases where their places are gradually filled and the strikers obtain employment individually elsewhere at different times.

## TRADES AFFECTED BY THE DISPUTES.

Out of eighty-one disputes which began in 1910, twenty-five occurred in the building trades; fourteen in the metal working industries, and eleven in the clothing trades. There were no disputes affecting agriculture, fishing, or the leather trades.

## LOCALITIES AFFECTED BY TRADE DISPUTES.

The strikes reported for the year were divided among the various provinces as follows: Ontario thirty-four; Quebec, seventeen; Manitoba, seven; Alberta, six; British Columbia, six; Saskatchewan, five; Nova Scotia, three; New Brunswick, one. There were no strikes reported from Prince Edward Island. Two of the disputes, both affecting railway employés, extended over more than one province, one throughout Ontario and Quebec, the other over Manitoba, Saskatchewan and Alberta.

## CAUSES OF DISPUTES.

Of the eighty-one disputes which began in 1910, thirty-five arose from demands for higher wages; and wages entered into fifteen other disputes; in three cases a reduction of wages was the cause of difference. Questions bearing on principles of trade unionism entered into eight disputes, and the matter of hours of labour entered into six disputes. There were five sympathetic strikes and one lockout reported during the year.

## METHODS OF SETTLEMENT.

Of the eighty-four disputes in existence during 1910, thirty-nine were settled through negotiations between the parties concerned, four by arbitration, and five by conciliation. In twelve cases work was resumed on the employers' terms, and in seven the places of the strikers were filled; in two cases the strikers procured work elsewhere, two were settled partly by negotiation and partly by the replacement of employés. The remaining thirteen disputes were either unsettled at the close of the year or the method of settlement was not reported.

## RESULTS OF DISPUTES.

Of the eighty-four disputes in existence during the year definite settlements were reported in seventy-one cases, of these twenty-nine resulted in favour of the employers, and twenty-three in favour of the employés. Compromises were effected in fourteen disputes, and in five cases some of the employés were successful.

## STATISTICAL TABLES RELATING TO TRADE DISPUTES.

The following tables contain statistics of strikes and lockouts which were in existence in Canada during 1910, and during the previous nine years, insofar as they were reported to the Department.

In four disputes during 1910, the number of firms involved was not reported. In four disputes the number of employés was not reported, and in six disputes particulars were not reported as to the methods of settlement and the result.

The following table contains a list of all the strikes and lockouts which took place in Canada during the year 1910, arranged according to industries and trades, showing in each dispute the occupation of the workpeople concerned, the locality in which the dispute occurred, the principal cause of the dispute, the method of settlement and the result, the dates of commencement and termination, the approximate number of establishments and employés affected, and the approximate loss of time in working days.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLE, SERIES XI, A.R., No. 9

CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1910.

Occupation.	Locality.	Alleged Cause or Object.	Method of Settlement.	Result.	Date of Commencement.	Date of Termination.	No. of establishments affected.	Approximate No. of employes affected.	Approximate loss of time in working days.
<i>Lumbering—</i>									
Saw-mill hands . . . . .	St. John, N.B. . . . .	For increase in wages . . . . .	Negotiations between parties concerned.	In favour of employes.	Apr. 12	Apr. 20	1	150	1,950
Saw-mill hands . . . . .	Megantic, Que. . . . .	For increase in wages . . . . .	Work resumed without negotiations.	In favour of employer.	July 12	July 26	1	300	3,300
<i>Mining and quarrying—</i>									
Coal miners . . . . .	Springhill, N.S. . . . .	For recognition of union, increase in wages, and against conditions.	Not settled at end of year . . . . .	Not settled at end of year.	Aug. 10 1909		1	1,700	360,000
Coal miners . . . . .	Frank, Alta. . . . .	Against reduction in wages for "closed shop."	Reference to a Board under I.D.I. Act, 1907.	In favour of employes.	Apr. 2	May 12	1	234	7,956
Smeltermen . . . . .	Greenwood, B.C. . . . .	For "closed shop" . . . . .	Work resumed without negotiations.	In favour of employers.	Apr. 13	May 11	3	380	9,120
Quarrymen . . . . .	Hull, Que. . . . .	Against a reduction in wages . . . . .	Work resumed without negotiations.	In favour of employer.	Dec. 17	Dec. 18	1	24	24
<i>Building trades—</i>									
Bricklayers . . . . .	Toronto, Ont. . . . .	For increase in wages . . . . .	Partly by negotiations; partly by places of strikers being filled.	Employes partially successful.	Jan. 1	Jan. 27	2	10	220
Bricklayers and masons . . . . .	Regina, Sask. . . . .	Against employment of labourers on certain work.	Arbitration . . . . .	In favour of employes.	Jan. 15	Feb. 14	1	18	432
Bricklayers . . . . .	Montreal, Que. . . . .	Against employment of a foreman.	Negotiations between parties concerned.	A compromise . . . . .	June 20	Sept. 8	1	220	15,180
Bricklayers and masons . . . . .	Montreal, Que. . . . .	For recognition of Union and "closed shops."	Negotiations between parties concerned.	In favour of employes.	July 4	July 4	202	3,700	23,600
Bricklayers and masons . . . . .	Winnipeg, Man. . . . .	In sympathy with other strikers.	Arbitration . . . . .	In favour of employers.	Aug. 15	Sept. 9	1	12	264
Bricklayers and masons . . . . .	Winnipeg, Man. . . . .	Lockout on account of strike . . . . .	Arbitration . . . . .	In favour of employers.	Aug. 17	Sept. 9	28	288	5,760
Bricklayers and masons . . . . .	Regina, Sask. . . . .	In sympathy with other strikers.	Work resumed on settlement of other strike.	In favour of employer.	July 25	Sept. 9	1	24	960
Builders' labourers . . . . .	Toronto, Ont. . . . .	For increase in wages and shorter hours . . . . .	Negotiations between parties concerned.	In favour of employes.	June 1	July 26	300	1,500	30,000
Carpenters . . . . .	Kingston, Ont. . . . .	For increase in wages . . . . .	Arbitration . . . . .	In favour of employers.	May 2	June 14	16	70	2,580
" . . . . .	Port Arthur and William, Ont. . . . .	For increase in wages . . . . .	Negotiations between parties concerned.	Employes partially successful.	June 7	June 23	...	500	7,000

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	Saskatoon, Sask.	Toronto, Ont.	Toronto, Ont.	Calgary, Alta.	Ottawa, Ont.	Edmonton, Alta.	Vancouver, B.C.	Halifax, N.S.	Montreal, Que.	Ottawa, Ont.	Montreal, Que.	Montreal, Que.	Toronto, Ont.	Lethbridge, Alta.	Regina, Sask.	Amherst, N.S.	Carleton Place, Ont.	Peterborough, Ont.	Montreal, Que.	Ottawa, Ont.	Smith's Falls, Ont.	Montreal, Que.	Montreal, Que.	Vancouver and New Westminster, B.C.	St. Catharines, Ont.	Vancouver, B.C.	Hamilton, Ont.	
Carpenters	Against reduction in wages.	For increase in wages.	For increase in wages.	For increase in wages and shorter hours.	For increase in wages.	For increase in wages.	For increase in wages.	For increase in wages.	For increase in wages.	For increase in wages and recognition of unions.	For increase in wages.	For increase in wages.	For increase in wages.	For increase in wages and shorter hours.	For increase in wages and recognition of union.	Against re-adjustment of piece-work prices.	For increase in wages and recognition of shop committees.	For increase in minimum wages.	For earlier pay day.	For increase in minimum wages.	For increase in wages and other changes.	For recognition of union and "closed shop."	For increase in wages.	Against employment of a foreman.	For increase in wages and shorter hours.	Against a new system of costs.	Against declaration of employers for "open shops."	For increase in wages.
Lathers	Negotiations between parties concerned.	Negotiations between parties concerned.	Negotiations between parties concerned.	Negotiations between parties concerned.	Partly by negotiations, partly by places of strikers being filled.	Work resumed without negotiations.	Places of strikers were filled.	Negotiations between parties concerned.	Work resumed on employers' terms.	Negotiations between parties concerned.	Negotiations between parties concerned.	Negotiations between parties concerned.	Negotiations between parties concerned.	Negotiations between parties concerned.	Conciliation.	Negotiations between parties concerned.	Places of strikers were filled.	Negotiations between parties concerned.	Negotiations between parties concerned.	Negotiations between parties concerned.	Places of strikers were filled.	Negotiations between parties concerned.	Particulars not reported.	Particulars not reported.	Demand granted without negotiations.	Places of strikers were filled.	Negotiations between parties concerned.	Negotiations between parties concerned.
Plumbers	1	10	10	19	8	12	1	1	100	21	12	170	16	70	40	1	3	1	4	2	1	1	1	15	1	28	12	
Plumbers	22 Dec.	1 June	4 May	7 May	1 Aug.	18 Nov.	2 May	17 Dec.	19 " 6 July	7 Sept.	9 May	1 Apr.	2 June	8 Nov.	10 Oct.	24 June	June 3	1 " 23 Mar.	30 Sept.	23 " 1 Apr.	5 Oct.	12 Oct.	8 Aug.	6 May	16	80	45	
Plumbers	In favour of employees.	In favour of employees.	Employes partially successful.	A compromise.	A compromise.	In favour of employees.	In favour of employees.	In favour of employees.	In favour of employees.	In favour of employees.	In favour of employees.	In favour of employees.	In favour of employees.	In favour of employees.	A compromise.	In favour of employees.	In favour of employees.	In favour of employees.	In favour of employees.	In favour of employees.	In favour of employees.	Particulars not reported.	Particulars not reported.	In favour of employees.	In favour of employees.	In favour of employees.	Employes partially successful.	A compromise.
Plumbers	300	20	150	1,100	60	50	38	325	26,000	31	30	595	60	400	235	138	106	39	750	26	120	25	160	16	80	900		



CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1910—Continued.

Occupation.	Locality.	Alleged Cause or Object.	Method of Settlement.	Result.	Date of Commencement.	Date of Termination.	No. of establishments affected.	Approximate No. of employees affected.	Approximate loss of time in working days.
Sheet metal workers	Edmonton, Alta.	For increase in minimum wages.	Negotiations between parties concerned.	A compromise.	Aug. 23	Sept. 5	6	26	286
Ship carpenters.	Lunenburg, N.S.	For increase in wages and monthly payment.	Negotiations between parties concerned.	In favour of employees.	Nov. 21	Nov. 25	1	27	135
<i>Woodworking trades—</i>									
Piano makers.	Kingston, Ont.	Against reduction in piecework prices.	Negotiations between parties concerned.	In favour of employees.	Mar. 21	Mar. 28	1	100	600
Wheel finishers.	Gananoque, Ont.	For higher wages for overtime.	Places of strikers were filled.	In favour of employer.	"	"	1	.....	.....
<i>Textile trades—</i>									
Cotton mill hands.	Hamilton, Ont.	For increase in wages.	Particulars not reported.	Particulars not reported.	May 5	July 5	1	275	13,750
Carpet weavers.	Guelph, Ont.	For extra pay for overtime and changes in conditions.	Places of strikers were filled.	In favour of employer.	Dec. 11	Aug. 9	1	40	7,200
<i>Clothing trades—</i>									
Cap workers.	Winnipeg, Man.	Lockout, refusal to make caps for a company which had a strike.	Unsettled at end of year.	Unsettled at end of year.	Dec. 30	.....	1	15	30
Cloakmakers.	Toronto, Ont.	For "closed shop".	Negotiations between parties concerned.	In favour of employees.	Feb. 3	Mar. 30	1	85	4,080
"	Montreal, Que.	For increase in wages.	Particulars not reported.	Particulars not reported.	" 18	Apr. 18	1	65	2,340
Garment workers.	Montreal, Que.	In sympathy with other strikers.	Places of strikers were filled.	In favour of employees.	" 23	"	25	935	28,050
"	Toronto, Ont.	For change in conditions of labour.	Particulars not reported.	Particulars not reported.	" 2	"	1	58	2,755
"	Montreal, Que.	Against promotion of assistant foreman.	Work resumed without negotiations.	In favour of employer.	Mar. 24	Mar. 29	1	60	300
"	Winnipeg, Man.	Lockout; refusal to make clothes for a company which had a strike.	Unsettled at end of year.	Unsettled at end of year.	Dec. 22	.....	1	23	184
Shoe workers.	Berlin, Ont.	Against conditions of employment.	Negotiations between parties concerned.	In favour of employees.	Apr. 11	Apr. 20	1	72	576
Shoe workers.	Montreal, Que.	Against discharge of employees.	Places of strikers were filled.	In favour of employer.	Nov. 26	Dec. 26	1	75	750

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Tailors .....	Winnipeg, Man. ....	For increase in wages. ....	Negotiations between parties concerned. ....	A compromise. ....	Apr. 6	12	150
" .....	Vancouver, B.C. ....	For increase in wages. ....	Partly by negotiations between parties concerned.	Strikers partially successful.	Oct. 14	9 Feb.	3
<i>Food and tobacco preparation—</i>							
Bakers .....	Vancouver, B.C. ....	For increase in wages and shorter hours. ....	Negotiations between parties concerned.	In favour of employees.	May 1	May 10	15
Jewish butchers .....	Montreal, Que. ....	For increase in wages and recognition of union. ....	Strikers started a co-operative shop.	Indefinite. ....	Feb.	7 Feb.	6
Jewish slaughterers .....	Montreal, Que. ....	Strikers alleged meat sold to Jews was not killed in the Jewish way.	Settled by conciliation. ....	In favour of employees.	May 11	May 16	15
Brewery workers .....	Hamilton, Ont. ....	For increase in wages and shorter hours.	Negotiations between parties concerned.	In favour of employees.	June 30	July 2	2
Cigar makers .....	Winnipeg, Man. ....	Against promotion of an apprentice, or refusal to pay journey-men's wages to a man who had completed his apprenticeship.	Negotiations between parties concerned.	In favour of employees.	Feb. 8	Feb. 17	1
" .....	Toronto, Ont. ....	For increase in wages. ....	Negotiations between parties concerned.	In favour of employees.	Mar. 18	Mar. 24	1
" .....	London, Ont. ....	For increase in wages. ....	Negotiations between parties concerned.	In favour of employees.	May 16	June 13	5
" .....	Montreal, Que. ....	Against employment of alleged strike breaker.	Places of strikers filled. ....	In favour of employer.	July 22	July 25	1
<i>Leather trades—</i>							
Leather workers .....	Ottawa, Ont. ....	For increase in wages. ....	Negotiations between parties concerned.	A compromise. ....	Oct. 14	'9 Feb.	4
<i>Printing and bookbinding—</i>							
Printers .....	Peterborough, Ont. . .	For increase in wages. ....	Negotiations between parties concerned.	A compromise. ....	Feb. 4	Feb. 9	3
<i>General transport—</i>							
Railway carmen .....	Winnipeg to Edmonton.	For increase in wages. ....	Work resumed without negotiations.	In favour of employer.	July 1	Sept. 27	1
Railway steamfitters .....	Winnipeg to Edmonton.	For increase in wages. ....	Negotiations between parties concerned.	Particulars not reported.	" 1	Aug. 4	1
Checkers and trackmen. ....	Brantford, Ont. ....	For increase in wages. ....	Negotiations between parties concerned.	A compromise. ....	" 2	July 7	1
Conductors and trainmen. ....	Quebec and Ontario. .	For standardization of wages and conditions.	Settled by conciliation. ....	A compromise. ....	" 18	Aug. 4	1
Street railway employees. ....	Winnipeg, Man. ....	Against discharge of employees.	Settled by conciliation. ....	In favour of employer.	Dec. 16	Dec. 31	1
Freight handlers. ....	Hamilton, Ont. ....	For increase in wages. ....	Negotiations between parties concerned.	A compromise. ....	Apr. 11	Apr. 13	1
Longshoremen .....	Point Edward, Ont. . .	Against employment of aliens. .	Negotiations between parties concerned.	In favour of employees.	" 28	" 29	2

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLE, SERIES XI, A.R., No. 9  
CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1910—Continued.

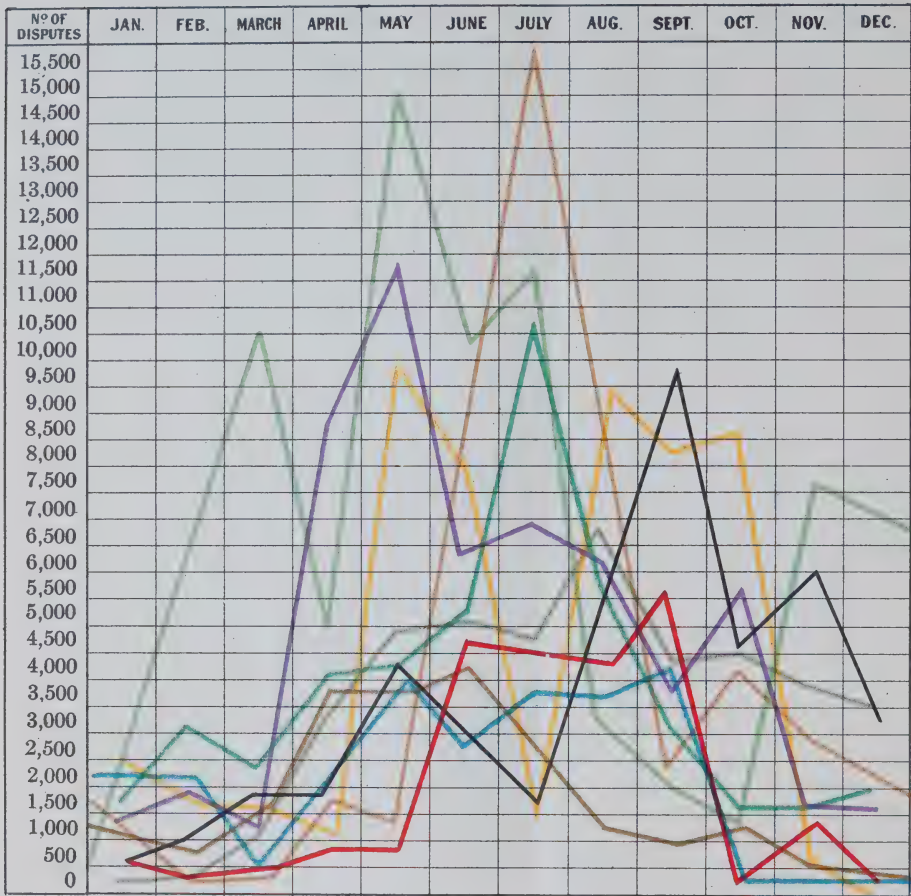
Occupation.	Locality.	Alleged Cause or Object.	Method of Settlement.	Result.	Date of Commencement.	Date of Termination.	No. of establishments affected.	Approximate No. of employees affected.	Approximate loss of time in working days.
<i>Unskilled labour—</i>									
Civic labourers . . . . .	Hamilton, Ont. . . . .	Against employment of a foreman.	Places of strikers filled . . . . .	In favour of employer.	April 18	April 19	1	18	18
Civic labourers . . . . .	North Toronto, Ont. . . . .	For increase in wages. . . . .	Particulars not received. . . . .	Particulars not received	July 28	Aug. 28	1	36	180
Labourers . . . . .	Port Arthur, Ont. . . . .	For increase in wages. . . . .	Work resumed by some, places of others filled.	In favour of employers.	June 15	June 21	1	36	180
" . . . . .	Vancouver, B.C. . . . .	For increase in wages. . . . .	Work resumed by majority of strikers.	In favour of employers.	July 18	July 25	2	274	1,644
" . . . . .	Macleod, Alta. . . . .	For increase in wages. . . . .	Work resumed by some, places of others filled.	In favour of employer.	" 9	" 23	2	20	240
<i>Miscellaneous trades—</i>									
Papermakers . . . . .	Shawinigan Falls, Que . . . . .	Against Sunday labour and alleged discrimination against unionists, and refusal of company to send for machine hands' lunch twice a day.	Places of strikers were filled. . . . .	In favour of employer.	Nov. 7	Nov. 9	1	20	40



# STATISTICAL CHARTS

Relating to Trade Disputes and Industrial Accidents in  
Canada from 1901 to 1909 inclusive.

CHART SHOWING VARIATION IN NUMBER OF EMPLOYEES INVOLVED IN TRADE  
DISPUTES IN CANADA EACH MONTH DURING 1901 TO 1910, INCLUSIVE.



1901 —

1906 —

1902 —

1907 —

1903 —

1908 —

1904 —

1909 —

1905 —

1910 —

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## NUMBER AND MAGNITUDE OF TRADE DISPUTES.

The following table shows the total number of employ  s involved in trade disputes each month during 1910, so far as could be ascertained, including both old and new disputes each month.

DEPARTEMENT OF LABOUR, CANADA,  
STATISTICAL TABLE SERIES XI, A.R. No. 10

Month.	Approximate No. of Employees.
January.....	1,854
February.....	3,068
March.....	2,405
April.....	4,017
May.....	4,365
June.....	5,290
July.....	10,702
August.....	5,311
September.....	3,097
October.....	1,673
November.....	1,666
December.....	2,063

The following table illustrates by months the number and magnitude of trade disputes which began during the year 1910.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLE, SERIES XI, A.R. No 11.

TABLE SHOWING MAGNITUDE OF TRADE DISPUTES IN CANADA DURING THE CALENDAR YEAR 1909, CLASSIFIED BY MONTHS ACCORDING TO NUMBER OF EMPLOYEES INVOLVED.

Magnitude.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
2,000 and over..							2						2
1,000 to 2,000..					1	1							2
500 to 1,000..		1		1		2	1		1			1	7
300 to 500..				1				1					3
200 to 300..			1	1	4	1	1	1					9
100 to 200..			2	4	1	1	1				1		10
50 to 100..		3	1	2	4	1		1		1	1		14
25 to 50..		2			2	4	1	1	1		2	1	15
6 to 25..	2	1		2	1		3	2		1	1	2	15
Unknown.....			1		1		2						4
Total.....	2	7	5	11	15	10	12	5	3	2	5	4	81

Chart No. 1, facing this page, shows the variations from month to month of the employ  s affected by trade disputes, from 1901 to 1910, inclusive.

The following table shows the magnitude of trade disputes in Canada according to number of employ  s involved during the years 1901 to 1910, inclusive:



DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES SERIES, XI, A.R. No. 12.

TABLE SHOWING MAGNITUDE OF TRADE DISPUTES ACCORDING TO NUMBER OF EMPLOYEES INVOLVED IN 1901, 1902, 1903, 1904, 1905, 1906, 1907, 1908, 1909 AND 1910.

Magnitude.	Year.										Total
	1901	1902	1903	1904	1905	1906	1907	1908	1909	1910	
2,000 and over.....	3	.....	5	2	.....	1	3	2	2	2	20
1,000 to 2,000.....	3	.....	5	3	4	4	10	1	2	2	37
500 to 1,000.....	5	1	10	2	5	6	7	4	7	7	54
300 to 500.....	5	8	9	9	4	6	9	9	6	3	68
200 to 300.....	4	7	18	2	4	15	7	6	4	9	76
100 to 200.....	4	15	23	10	15	14	18	7	12	10	128
50 to 100.....	14	21	19	15	17	29	28	12	10	14	179
25 to 50.....	24	28	34	23	17	32	28	7	11	15	220
6 to 25.....	31	37	36	35	21	30	31	15	14	15	265
Unknown.....	11	4	1	2	.....	1	5	1	.....	4	29
Total.....	104	123	160	103	87	138	146	65	68	81	1076

The following table shows the approximate number of employ es affected by trade disputes, by months, during 1910:

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES SERIES XI, A.R. No. 13.

APPROXIMATE NUMBER OF EMPLOYEES INVOLVED IN TRADE DISPUTES WHICH BEGAN DURING THE CALENDAR YEAR 1910.

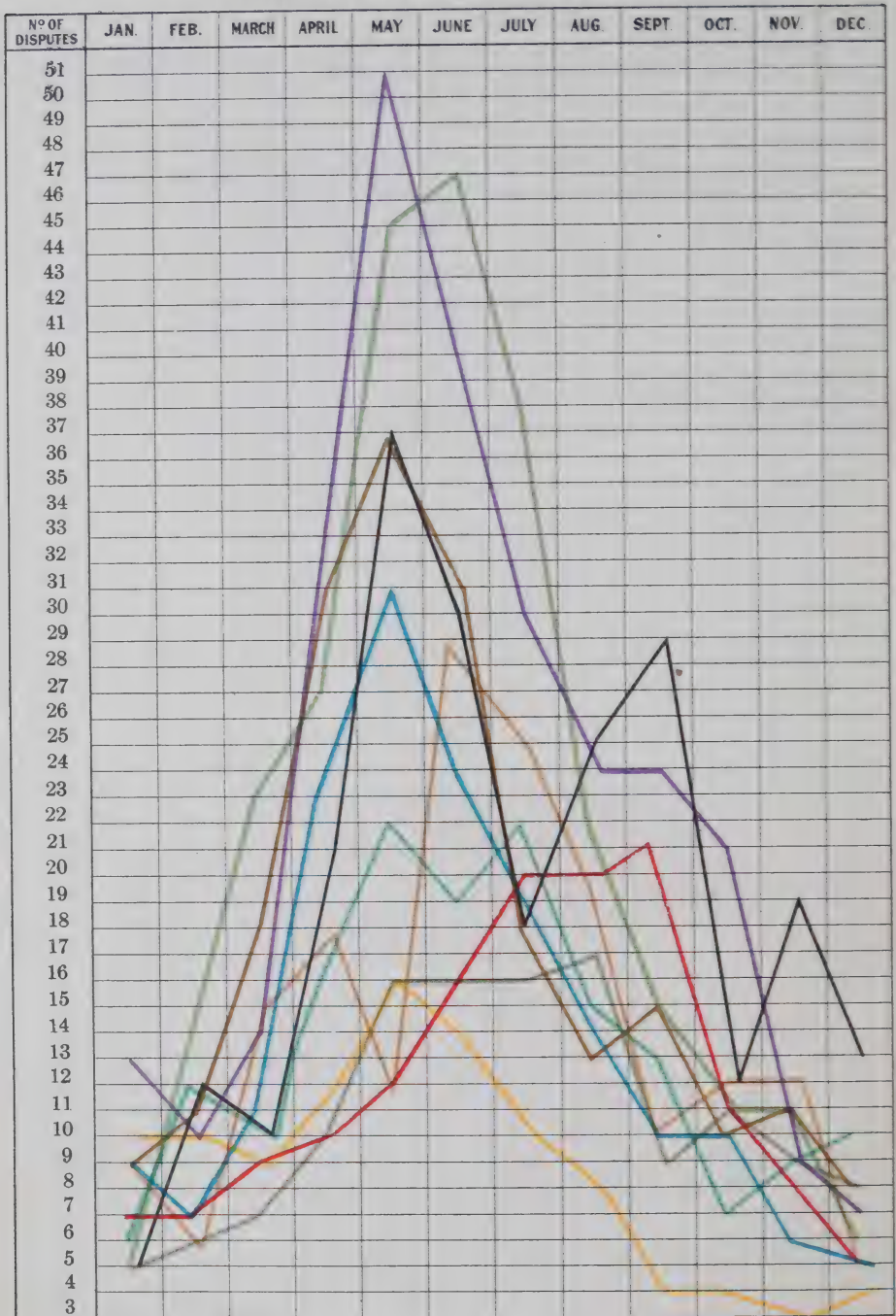
Month.	Number of Employees Affected.		
	Directly	Indirectly	Total
January.....	28	.....	28
February.....	1221	15	1236
March.....	345	187	532
April.....	2092	37	2129
May.....	2221	75	2296
June.....	3137	175	3312
July.....	5102	2524	7626
August.....	386	.....	386
September.....	631	320	951
October.....	66	.....	66
November.....	380	.....	380
December.....	612	.....	612
Total.....	16,221	3333	19,554

From the above table it may be seen that the strikes and lockouts of July affected the greatest number of employ es compared with other months. This was also the case in the previous year.

About 1,610 firms or establishments were affected by strikes and lockouts which began in 1910; of this number, 1,453 were directly affected, and 157 indirectly affected. The following table shows the number involved, by months in which the disputes began.



CHART SHOWING VARIATION IN NUMBER OF TRADE DISPUTES IN CANADA EACH MONTH  
DURING THE YEARS 1901 TO 1910 INCLUSIVE.



1901	—	1906	—
1902	—	1907	—
1903	—	1908	—
1904	—	1909	—
1905	—	1910	—



## SESSIONAL PAPER No. 36

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 14.APPROXIMATE NUMBER OF FIRMS OR ESTABLISHMENTS AFFECTED BY TRADE DISPUTES IN  
CANADA, WHICH BEGAN DURING THE CALENDAR YEAR 1909.

Month.	Number of Firms Affected.		
	Directly.	Indirectly.	Total.
January.....	3	....	3
February.....	38	....	38
March.....	5	....	5
April.....	87	10	97
May.....	321	....	321
June.....	321	....	321
July.....	69	52	121
August.....	384	....	384
September.....	178	95	273
October.....	39	....	39
November.....	4	....	4
December.....	4	....	4
Total.....	1453	157	1610

## DISPUTES BY MONTHS.

The months of May and July showed the greatest number of disputes, twenty-seven out of a total of eighty-one having begun in these two months; forty-eight disputes occurred in the four months from April to July. Taking the past ten years, these four months show by far the largest number of disputes, the month of May being largely in excess of any other month.

The following table shows the number of disputes which began in each month during the past ten years.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 15.TABLE SHOWING TRADE DISPUTES IN CANADA BY MONTHS DURING 1901, 1902, 1903, 1904, 1905,  
1906, 1907, 1908, 1909, AND 1910.

Months.	Number of Disputes.										Total.
	1901	1902	1903	1904	1905	1906	1907	1908	1909	1910	
January.....	7	8	6	9	6	12	8	7	4	2	69
February.....	3	5	12	5	4	6	3	6	3	7	54
March.....	13	12	22	9	6	8	8	5	4	5	92
April.....	12	20	23	20	8	13	28	9	7	11	151
May.....	7	27	29	23	11	28	31	14	11	15	195
June.....	23	18	23	9	12	14	20	6	8	10	143
July.....	14	7	15	6	13	8	15	3	10	12	103
August.....	5	6	11	6	8	17	12	6	10	5	86
September.....	5	9	7	3	9	15	8	2	2	3	63
October.....	5	4	6	8	3	3	7	2	4	2	44
November.....	7	7	3	2	3	12	3	2	3	5	47
December.....	3	.....	3	3	4	2	3	4	2	4	28
Total.....	104	123	160	103	87	138	146	66	68	81	1,076

The variation in the total number of trade disputes in existence from month to month during the years from 1901 to 1910 inclusive is shown in Chart No. 2, on the opposite page.

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The following table shows the number of disputes in the various industries and trades, during the year 1910, according to the month in which they began.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 16.

## NUMBER OF DISPUTES ACCORDING TO INDUSTRIES AND TRADES AFFECTED.

Trades	Number of Disputes.												Total
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
Agriculture.....													
Fishing.....													
Lumbering.....				1			1						2
Mining and quarrying.....				2								1	3
Building.....	2			1	5	6	2	4	3	1	1		25
Metal working and shipbuilding.....				1	2	3	2	2	1		1	2	14
Woodworking and furnishing.....			2										2
Textile trades.....				2	1								1
Clothing trades.....		4	1	2	1						1	2	11
Food and tobacco preparation.....		2	1			4	1	1					9
Leather trades.....													
Printing and bookbinding.....			1										1
Transport.....				2			3						6
Unskilled labour.....				1		1	3						5
Miscellaneous trades.....					1					1			2
Total.....	2	7	5	11	15	10	12	5	3	2	5	4	81

The following table shows the number of disputes in each trade or industry from 1901 to 1910 inclusive, from which it may be seen that out of 1,076 disputes in that period the building trades lead with 258, followed by the metal trades with 166, and the clothing trades with 104.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI, A.R. No. 17.

TABLE SHOWING INDUSTRIAL DISPUTES BY INDUSTRIES AND TRADES IN CANADA DURING THE YEARS 1901, 1902, 1903, 1904, 1905, 1906, 1907, 1908, 1909, AND 1910.

Trades	Number of Disputes.										
	1901	1902	1903	1904	1905	1906	1907	1908	1909	1910	Total
Agriculture.....					2						2
Building.....	14	28	44	29	19	29	45	12	13	25	258
Metal.....	23	31	17	16	13	21	17	9	5	14	166
Woodworking and lumbering...	4	10	9	3	2	12	6	5	4	4	159
Textile.....	6	1	5	3	1	4	6	6	2	2	36
Clothing.....	10	9	11	12	11	9	17	5	10	10	104
Food and tobacco preparation..	9	10	6	11	4	8	50	1	2	8	60
Leather.....	1	3	4	1		3	5		2	1	20
Printing and bookbinding.....	2	3	3	5	7	6	2	1		1	30
Transport.....	4	4	18	2	4	15	14	7	4	6	78
Longshoremen.....	5	4	4		1	1	3		3	1	22
Mining.....	5	3	9	6	12	13	14	10	10	3	85
Fishing.....	2	1	1	2		1	1		2		10
Unskilled.....	11	6	9	3	2	12	7	8	9	5	72
Miscellaneous.....	8	10	20	10	9	5	7	2	2	1	74
Total.....	104	123	160	103	87	138	146	66	68	81	1,076

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The following table shows approximately the number of employ  s affected by trade disputes during 1910, according to their respective trades and industries, including those which began in the previous year and continued into 1910.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 18.

TABLE SHOWING BY TRADES AND INDUSTRIES APPROXIMATE NUMBER OF EMPLOYEES  
AFFECTED BY TRADE DISPUTES IN CANADA DURING THE CALENDAR YEAR, 1910.

Industry or Trade.	Approximate Number of Employees.
Fishing.....	450
Lumbering.....	2,338
Mining.....	9,446
Building trades.....	2,081
Metal trades.....	100
Woodworking trades.....	315
Textile trades.....	1,552
Clothing trades.....	698
Food and tobacco preparation.....	72
Leather trades.....	40
Printing.....	3,820
Transport.....	348
Unskilled labour.....	20
Miscellaneous trades.....	
Total.....	11,280

The next two tables indicate respectively the number of strikes and lockouts which have occurred since 1901 in mines, transportation agencies and other public utilities, which come under the operation of the Industrial Disputes Investigation Act, 1907, and the number of strikes and lockouts during the same period in other industries, in which 100 or more employ  s were involved.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI, A.R., No. 19.

TABLE SHOWING NUMBER OF STRIKES AND LOCKOUTS IN MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION, AND OTHER PUBLIC UTILITIES IN CANADA DURING THE YEARS 1901 TO 1910 INCLUSIVE.

Industry.	Year.										Total
	1901	1902	1903	1904	1905	1906	1907	1908	1909	1910	
Coal mines.....	2	3	6	4	8	11	9	7	9	1	60
Metal mines.....	2		1	1	2	2	2	2	1		13
Railways.....	3	4	7	1	2	8	4	4	1	6	40
Shipping.....	5	7	6		1	3	4	1	3	1	31
General transport.....			8		2	5	9	2	3		29
Other public utilities.....		1		2		1	2				6
Total.....	12	15	28	8	15	30	30	16	17	8	179



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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI. A.R. No. 20TABLE SHOWING NUMBER OF STRIKES AND LOCKOUTS IN CANADA AFFECTING ONE HUNDRED  
OR MORE EMPLOYEES IN INDUSTRIES OF NON-PUBLIC UTILITIES, NOT INCLUDING  
MINES, DURING THE YEARS 1901 TO 1910, INCLUSIVE.

Industry.	Year.										Total
	1901	1902	1903	1904	1905	1906	1907	1908	1909	1910	
Agriculture.....					2						2
Fishing.....	2		1	1		1	1		1		7
Lumbering.....		1	5	1		4	2	2	2	2	19
Building trades.....	6	7	11	10	5	10	14	3	6	11	83
Metal trades.....	4	7	9	2	3	3	6	3	3	6	46
Woodworking trades.....	2	2	3	1	1	2	1			1	13
Printing and allied trades.....			2		3						5
Textile trades.....	2	1	1		1	3	4	3	1	1	17
Clothing trades.....	1		7		5	2	5	4	4	2	30
Food and tobacco preparation.....	1	1	1	4						2	9
Leather trades.....							1				1
Unskilled labour.....	1		4			3	3	5	4	1	1
Miscellaneous trades.....	2	2	4	5			1	1		1	16
Total.....	21	21	48	24	20	28	38	21	21	27	269

## DISPUTES BY LOCALITIES AFFECTED.

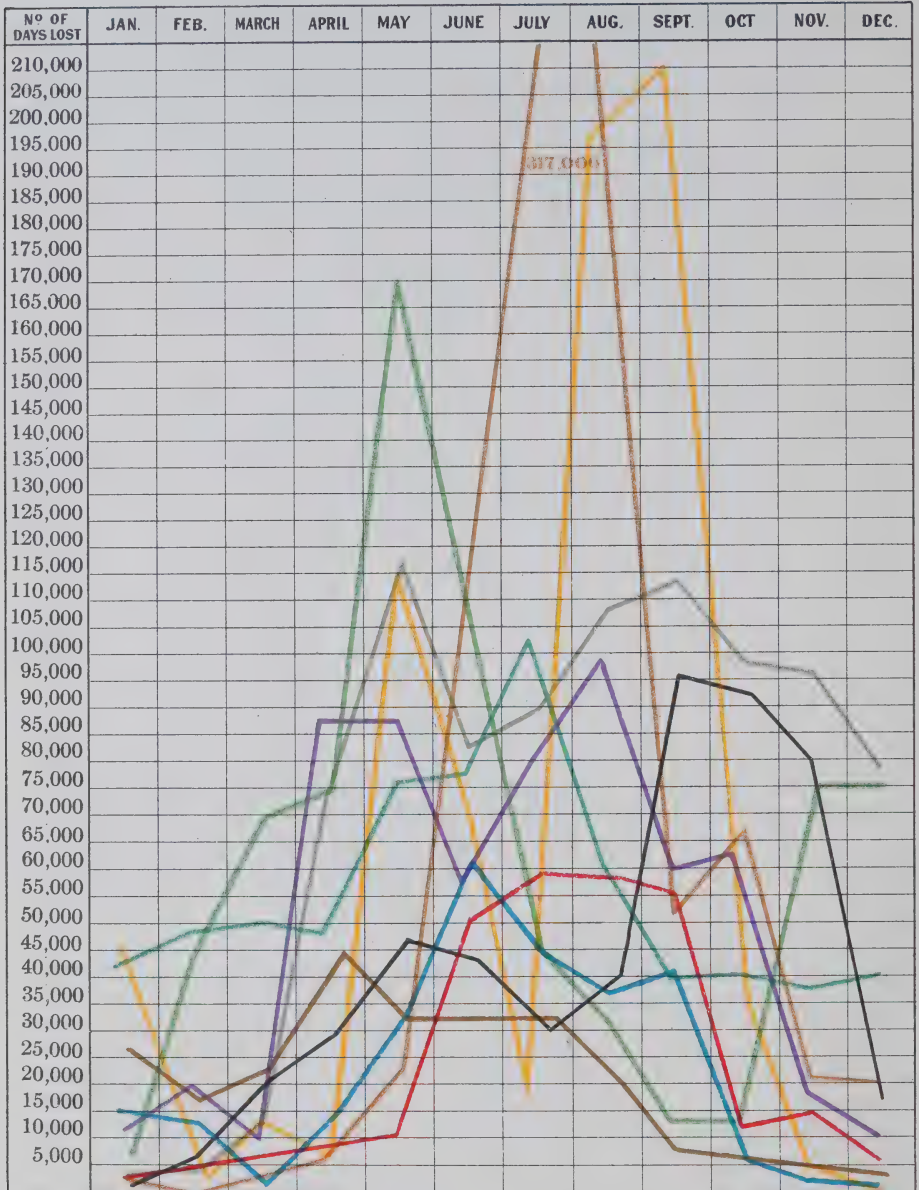
Of the eighty-one disputes which began in 1910, thirty-four occurred in the Province of Ontario, and seventeen in the Province of Quebec. No strike took place in the Province of Prince Edward Island. In the following table the number of disputes is given by provinces, according to the months in which they began.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 21.TABLE SHOWING TRADE DISPUTES IN CANADA BY PROVINCES DURING THE CALENDAR YEAR,  
1910.

Provinces.	Number of Disputes.												Total
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
Nova Scotia.....					1						2		3
P. E. Island.....													1
New Brunswick.....				1									1
Quebec.....		3	1		1	3	4		2		2	1	17
Ontario.....	1	3	4	5	10	6	2	1	1	1			34
Manitoba.....		1		1				2				3	7
Saskatchewan.....	1				1		1	1			1		5
Alberta.....				2	1		1	1		1			6
British Columbia.....				2	1	1	2						6
More than one province affected.....							2						2
Total.....	2	7	5	11	15	10	12	5	3	2	5	4	81



CHART SHOWING LOSS OF TIME IN WORKING DAYS THROUGH TRADE DISPUTES  
BY MONTHS DURING THE YEARS 1901 TO 1910.



- |      |  |      |  |
|------|--|------|--|
| 1901 |  | 1906 |  |
| 1902 |  | 1907 |  |
| 1903 |  | 1908 |  |
| 1904 |  | 1909 |  |
| 1905 |  | 1910 |  |



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The following table gives the number of trade disputes by provinces which have occurred during the past ten years.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 22.

TABLE SHOWING TRADE DISPUTES IN CANADA ACCORDING TO PROVINCES FOR THE YEARS 1901, 1902, 1903, 1904, 1905, 1906, 1907, 1908, 1909 AND 1910.

Locality.	Number of Disputes.										
	1901	1902	1903	1904	1905	1906	1907	1908	1909	1910	Total
Nova Scotia.....	5	12	7	7	7	11	12	3	6	3	73
Prince Edward Island.....		2									2
New Brunswick.....	3	7	7	2	5	8	8	4	1	1	48
Quebec.....	29	20	33	31	21	24	29	19	12	17	235
Ontario.....	53	65	83	52	32	61	71	26	26	34	503
Manitoba.....	3	8	1	4	9	9	6	1	7	7	55
Saskatchewan.....							1	1	1	5	8
Alberta.....		1	5	1	2	13	6	3	6	6	43
British Columbia.....	10	8	24	4	10	12	11	6	8	6	99
More than one province affected.....	1 <sup>1</sup>			2 <sup>2</sup>	1 <sup>3</sup>		2 <sup>4</sup>	1 <sup>5</sup>	1	2 <sup>6</sup>	10
Total.....	104	123	160	103	87	138	146	66	68	81	1,076

<sup>1</sup>Dispute affected all provinces in Dominion with exception of Prince Edward Island.

<sup>2</sup>First dispute affected Ontario, Manitoba, Saskatchewan and Alberta; second, affected same provinces with the addition of British Columbia.

<sup>3</sup>Dispute took place in Quebec and Ontario.

<sup>4</sup>One dispute took place in Quebec, Ontario and Manitoba, and the other in Alberta and British Columbia.

<sup>5</sup>Disputes affected all provinces except Prince Edward Island and Nova Scotia.

<sup>6</sup>One dispute took place in Quebec and Ontario, and the other in Manitoba, Saskatchewan and Alberta.

## LOSS OF TIME IN WORKING DAYS.

The following table shows the number of working days estimated to have been lost by employes in trade disputes in each month during 1910. From this it may be seen that the greatest loss occurred in the month of July, the next greatest loss having been in the month of June.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 23.

TABLE SHOWING LOSS OF TIME IN WORKING DAYS TO EMPLOYEES THROUGH TRADE DISPUTES IN CANADA BY MONTHS DURING 1910

Month.	Approximate loss of time in working days.
January.....	46,945
February.....	50,000
March.....	68,900
April.....	57,655
May.....	75,050
June.....	80,310
July.....	119,930
August.....	60,655
September.....	46,285
October.....	38,120
November.....	35,170
December.....	37,800
	718,745

Chart No. 3, on the opposite page shows the variation in the number of working days lost by employes through trade disputes during the years 1901-1910 inclusive.

The following table shows the estimated loss of time in each branch of industry or trade during 1910:

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 24.

TABLE SHOWING LOSS OF TIME IN WORKING DAYS TO EMPLOYEES THROUGH TRADE DISPUTES  
IN CANADA BY TRADES DURING 1910

Trade.	Approximate loss of time in working days.
Lumbering.....	4,350
Mining and Quarrying.....	377,100
Building trades.....	151,536
Metal Trades.....	30,247
Woodworking trades.....	600
Textile trades.....	20,950
Clothing trades.....	40,415
Food and tobacco preparation.....	7,646
Leather trades.....	2,664
Printing trades.....	200
Transport.....	80,915
Unskilled labour.....	2,082
Miscellaneous trades.....	40
Total.....	718,745

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## CAUSES OF TRADE DISPUTES.

The principal causes of strikes and lockouts which took place in Canada in 1910 are set forth in the following table arranged according to the months in which they began.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 25.

TABLE SHOWING BY MONTHS THE CAUSES OF TRADE DISPUTES WHICH BEGAN IN CANADA DURING 1910.

Cause.	Number of Disputes.												Total
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
For increase in wages.....	1	2	1	3	10	5	8	2	3	1	.....	.....	36
Against reduction in wages.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1	.....	2
Against readjustment of piece work prices.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Against employment of non-unionists.....	.....	1	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	3
Against employment of persons other than non-unionists.....	1	.....	.....	3	.....	1	1	.....	.....	.....	.....	.....	6
Against discharge of employes.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	2
For "closed shop" and recognition of union.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Against conditions of employment.....	.....	1	.....	1	1	.....	.....	.....	.....	.....	.....	.....	3
Against method of payment.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1	2
For increase in wages and recognition of union.....	.....	1	.....	.....	1	1	.....	.....	.....	.....	.....	.....	3
For increase in wages and shorter hours.....	.....	.....	.....	1	2	2	1	.....	.....	.....	.....	.....	6
Against promotion of employe.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Sympathetic.....	.....	1	.....	.....	.....	.....	.....	2	.....	.....	.....	2	5
For increase in wages and other changes.....	.....	.....	2	.....	.....	.....	1	.....	.....	.....	1	.....	4
For "closed shop" and recognition of union, and against reduction in wages.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Against Sunday labour and other conditions.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
For change in time of payment.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Unclassified.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1
Lockout because of sympathetic strike.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1
Total.....	2	7	5	11	15	10	12	5	3	2	5	4	81



In the following table a comparison is shown of the principal causes of strikes and lockouts which have taken place in Canada during the last ten years.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 26.

TABLE SHOWING CAUSES OF TRADE DISPUTES IN CANADA WHICH BEGAN DURING 1901, 1902, 1903, 1904, 1905, 1906, 1907, 1908, 1909, AND 1910 RESPECTIVELY.

Causes.	Number of Disputes.										Total
	1901	1902	1903	1904	1905	1906	1907	1908	1909	1910	
For increase in wages.....	48	54	60	36	30	55	65	21	38	35	442
Against reduction in wages....	10	7	7	7	8	3	3	14	5	2	46
For decrease in hours.....	1	7	8	3	3	7	11	3	2	.....	45
For increase in wages and decrease in hours.....	5	14	18	8	4	7	8	1	.....	6	71
Against employment of particular persons.....	13	8	13	16	9	13	20	4	8	9	113
Against conditions of employment.....	.....	5	5	4	8	3	5	3	5	4	42
For recognition of union.....	.....	5	5	4	1	5	3	.....	4	3	30
Sympathetic.....	.....	9	10	3	1	2	2	1	.....	6	34
Unclassified.....	27	14	34	22	23	43	29	19	6	16	233
Total.....	104	123	160	103	87	138	146	66	68	81	1,076

#### METHODS OF SETTLEMENT.

The following table illustrates the methods by which trade disputes were settled during 1909, according to the month in which they were terminated.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 27.

TABLE SHOWING METHODS OF SETTLEMENT OF TRADE DISPUTES IN CANADA DURING 1910.

Method.	Number of Disputes.												
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
Arbitration.....		1				1			2				4
Conciliation.....					2	1		1				1	5
Negotiations between parties concerned....		3	3	8	7	5	4	1	4		2	2	39
Replacement of strikers.....			1	1		1	1	1		2			7
Work resumed on employers' terms (without negotiations).....			2		1	1	3		1	1	1	2	12
Employment found elsewhere by strikers.....		1					1						2
Demands of strikers granted without negotiations..													..
partly by negotiations, partly by replacement of men..	1							1					2
Indefinite, unsettled or not reported.....		1			2	1	1	2	1			5	13
Total.....	1	6	6	9	12	10	10	6	8	3	3	10	84

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## RESULTS OF TRADE DESPUTES.

The following table shows the results of the strikes and lockouts which were in existence in Canada during 1910, according to the months in which they were terminated.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI, A.R. No. 28,

TABLE SHOWING RESULTS OF TRADE DISPUTES IN CANADA DURING 1910.

Results.	Number of Disputes.												Total
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
In favour of employers .....			4	3	1	4	4	1	3	3	2	4	29
In favour of employés.....		2	1	3	6	4	4	.....	1	.....	1	1	23
Settled by compromise.....		2	1	2	2	1	1	2	3	.....	.....	.....	14
Employés partially successful.....	1	1	.....	.....	1	1	.....	1	.....	.....	.....	.....	5
Indefinite, unsettled or not reported.....	.....	1	.....	1	2	.....	1	2	1	.....	.....	5	13
Total.....	1	6	6	9	12	10	10	6	8	3	3	10	84

<sup>1</sup>The employés are said to be partially successful when some employers have granted their demands while others have held out against them.

The following table shows the results of trade disputes which have been in existence from 1901 to 1910 inclusive:

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 29.

TABLE SHOWING RESULTS OF TRADE DISPUTES IN CANADA DURING 1901, 1902, 1903, 1904, 1905, 1906, 1907, 1908, 1909 AND 1910.

Results.	Number of Disputes.										
	1901	1902	1903	1904	1905	1906	1907	1908	1909	1910	Total.
In favour of employers.....	40	35	46	43	37	45	57	43	26	29	401
In favour of employés.....	39	46	45	24	24	41	33	12	10	23	297
Settled by compromise.....	22	33	46	28	15	23	39	9	15	14	244
Employés partially successful.....				6		6	3		4	5	24
No change (employers not concerned).....					1	3	3				7
Indefinite (unsettled, or terms unknown).....		4	10	9	10	22	16	5	14	13	103
Total.....	101	118	147	101	87	140	149	69	69	84	1,076

From the above it may be seen that the employers were successful in 400 disputes, while the employés were successful in 296 and partly successful in twenty-four disputes; 245 resulted in compromises. Most of the disputes which were entered under the above table as "unsettled" were terminated in the following year.

The following table contains an analysis of the principal causes of the trade disputes which began in 1910, classified according to their results:

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, SERIES XI, A.R. No. 30.

TABLE SHOWING CAUSES AND RESULTS OF TRADE DISPUTES IN CANADA DURING THE  
CALENDAR YEAR 1910.

Causes	Results.					Total.
	In favour of employers	In favour of employees.	Settled by compromise.	Employees partially successful.	Indefinite, unsettled or terms not reported.	
For increase in wages.....	12	7	8	4	6	37
Against readjustment of piece work prices.....	1					1
Against reduction in wages.....		2				2
For increase in wages and shorter hours.....	1	4	1			6
For increase in wages and recognition of union.....	1	1	1		1	4
For increase in wages and other changes.....	1	1	2		1	5
Against method of payment.....	1					1
For change in time of payment.....		1				1
Against employment of non-unionists.....	2			1		3
Against employment of others than non-unionists.....	3	2	1			6
Against discharge of employes.....	2					2
For 'closed shop' and recognition of union.....	1	1			1	2
Against promotion of an employe.....	1	1				2
For closed shop, recognition of union and against re- duction in wages.....		1				1
Against Sunday labour and conditions of employment	1					1
Against conditions of employment.....		1			2	3
Sympathetic.....	2		1		2	5
Lockout because of strike.....	1					1
Unclassified.....		1				1
Total.....	29	23	14	5	13	84



## IX.—INDUSTRIAL ACCIDENTS IN CANADA DURING 1910, WITH COMPARATIVE STATISTICS FOR THE SIX PRECEDING YEARS.

The statistical record of industrial accidents begun by the Department in 1904 was continued during the past year. For a detailed description as to the method in which these statistics are collected and tabulated for the *Labour Gazette*, the reader is referred to the Annual Report of the Department for the year ending March 31, 1909, at page 71.

The Department's record of industrial accidents during the calendar year of 1910 shows that 1,380 fatal and 2,697 serious non-fatal accidents occurred to workmen in Canada arising out of their employment. Compared with the returns for the preceding year, 1909, an increase of 101 is shown in the number of fatal accidents and a decrease of twenty-one in the number of non-fatal accidents. The number of fatal accidents recorded in 1910 is in fact larger than in any previous year since the record of the Department was begun. The year 1907 stands second with a total of 1,353. The record of non-fatal accidents in 1910, however, is lower than those of 1907 and 1909 though higher than those of the other years covered by the Department.

The first two of the statistical tables given below show the number of fatal and non-fatal industrial accidents occurring throughout Canada in 1910, analysed by months.

The next following table contains an analysis of the fatal and non-fatal accidents of 1910 according to industries and groups of trades, with comparative statistics for the six years preceding. From this table it will be seen that the largest number of fatalities occurred in the railway services, and that the largest number of non-fatal accidents occurred in the metal trades. This has been the case in each of the preceding years for which similar statistics are available. In the number of fatal accidents agriculture stood second and mining third, and in the number of non-fatal accidents the railway services stood second and agriculture third. This was also the case in 1909, except that agriculture stood second and the railway services third, under the heading of non-fatal accidents.

The information of greatest practical importance brought out by these statistics is that having to do with the causes of the various accidents, fatal and non-fatal. The entire return has been prepared with the primary object of revealing the circumstances from which danger most frequently occurs to workmen and in connection with which remedial measures are chiefly desirable. A series of eighteen tables are published herewith in which the several accidents occurring during 1910 and the previous years back to 1904 inclusive are analysed according to their causes under the headings of the several industries and groups of trades. In this way, the reader can see at a glance the causes from which fatal and non-fatal accidents most frequently occur in any particular occupation. It may be noted, for example, that last year thirty-four out of a total of fifty-two fatalities and 156 out of a total of 233 non-fatal accidents in the building trades, were the results of falls; that sixty of the fatal and sixty-one of the non-fatal accidents occurring in mines (the total numbers of which were 180 and 182 respectively) were the result of falling rock, stone, or earth; that twenty-four of thirty-three fatalities in the fishing industry were drownings; that in the railway services 100 of the fatalities and fifty-one of the non-fatal accidents were caused by the victims being run over by trains, while fifty-seven of the non-fatal accidents occurred through the victims falling from trains.

The Department has continued its practice of publishing in connection with the analysis which appears each month in The *Labour Gazette*, a reference under a

special heading to any industrial accident of the preceding month which involved the death of two or more employés. The most disastrous single accident noticed in this way during the past year was the explosion which occurred on Friday, December 9 in mine No. 1 of the Western Canadian Collieries, Limited, situated at Bellevue, Alberta, by which 31 miners lost their lives.

Mention was made in last year's report, of the special investigation conducted under the direction of the Department of Mines into the general question of the supervision of explosives throughout Canada, several disastrous explosions having recently occurred. Following upon this investigation a special report on the proper safeguarding of explosives during the process of manufacture and in store houses was prepared by Captain Desborough, of England, by direction of the Mines Department. The result was the introduction of legislation during the 1910-11 session of the Dominion Parliament designed to lessen the number of accidents occurring from this cause.

#### DISCUSSION IN PARLIAMENT.

The subject of industrial accidents was also discussed in Parliament during the session of 1910-11, particularly in so far as they concern railroad employés. On February 20, Mr. H. H. Miller, Member for South Grey, moved the following resolution:

"That, whereas it is stated that on Canadian railroads last year one train man in every 199 was killed, and one in every thirty-three was injured, in the opinion of this House it is the duty of the government to cause to be made a most thorough investigation as to the facts and conditions, as a result of which some means may be devised for the better protection of railway employés, and of preventing so great a loss of life and so great and frequent accidental injury."

Mr. Miller closed a statement of some length in support of the resolution with the following suggestions:

"In the first place I think our Railway Act might well be amended after consultation between the Minister of Railways and the Board of Railway Commissioners, so as to give us something like the same machinery for enforcing our laws and regulations as prevails under the legislation of the United States. Notwithstanding that some of the employés oppose this, while others favour it, I believe it would be a step in advance if our Railway Act did contain provision that would limit as the United States law does, the hours of service of trainmen and of telegraph and telephone dispatchers. Then, there is legislation in the United States as to the granting of medals, and the Minister of Railways might deem that worthy of consideration."

The Minister of Railways and Canals and the Minister of Labour participated in the debate which followed. The Minister of Labour submitted a statement which had been compiled in the Department of Labour variously from the railway statistics of Canada, the reports of the Interstate Commerce Commission of the United States and of the British Home Office, which show the relative proportion of railway accidents in Canada, the United States and Great Britain respectively.

Statement showing the number of railway employés of all classes for one killed:

	Canada.	United States.	Great Britain
1909.....	650	576	....
1908.....	499	422	....
1907.....	478	369	1221

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Statement showing the number of railway employés of all classes for one injured:

	Canada.	United States.	Great Britain.
1909.....	132	20	....
1908.....	91	17	....
1907.....	106	19	29

Statement showing the number of trainmen (engineers, conductors, firemen, baggagemen, brakemen) for one killed:

	Canada.	United States.	Great Britain.
1909.....	172	205	....
1908.....	168	150	....
1907.....	136	125	1,084

Statement showing the number of trainmen (engineers, conductors, firemen, baggagemen) for one injured:—

	Canada.	United States.	Great Britain.
1909.....	28	9	....
1908.....	23	8	....
1907.....	26	8	35

The Minister observed that, summarizing the figures contained in this statement, it would appear that the total number of railway employés killed in Canada in the past three years has been 633, and the total number injured, 3134, making a total of 3,767 fatal and non-fatal accidents in this period; in other words, of the 19,443 trainmen in Canada in 1909, one out of every 172 was killed, and one out of every twenty-eight injured. In 1908, the proportion of killed was one out of every 168, and the proportion of injured, one out of every twenty-three. In 1907, the proportion of killed was one out of every 136, and proportion of injured one out of every twenty-six.

## QUESTION OF WORKMEN'S COMPENSATION.

As arising naturally out of the debate in the House of Commons, above mentioned, it will be appropriate to include at this point a statement referring to the subject of compensation for industrial accidents which was included in the remarks made by the Minister of Labour on the resolution moved by Mr. H. H. Miller. The Minister remarked that there was a phase of the question of the subject of industrial accidents not mentioned in the resolution before the House to which he would like to direct attention. Reference had been made to the fact that compensation for industrial accidents was only obtained as a rule as the result of civil action. It was worth while considering whether there was not a necessity for remedying this circumstance. The Minister continued:—

“We can say with certainty at this moment that a year hence another 2,000 lives will be swept off the list of workers in Canada, and in another two years there will be 20,000 men whose industrial efficiency will be permanently impaired as a consequence of the callings in which they are engaged. We know that loss of life is incident to a calling itself. If that is so does it not appear that in some way the industry itself should be made to bear what is inevitable to it? Take the case of a railway company with its cars; they allow so much for broken cars or for repairing damage done to cars. I am just throwing out this thought or suggestion because it is a large subject, and it would involve much consideration before anything in the shape of legislation



could be based upon it, but is it not worth considering whether human life is not entitled to the same amount of protection as is afforded to what is part of the rolling stock of the company, and whether in some way the industry could not be made to bear part of the cost of its inevitable loss of life and limb, with the result that those who are left behind, those who belong to the family of the man who may have been killed outright, shall not, in consequence of his death, be put in the position that in order to get some compensation for the loss of his life they must enter upon litigation and add to the distress which they already have? These are the points that I thought I would like to make because I think they are points which are attracting considerable attention among the industrial workers of the country and, having regard for the conservation of human life, for the upbuilding of the strength of the nation as a whole, too much attention cannot be given to a very serious aspect of this very serious question."

The debate on this subject was formally adjourned on motion of the Prime Minister and further action had not been taken before the session was on May 19 adjourned.

## DEPARTMENT OF LABOUR, CANADA,

## STATISTICAL TABLES, XI, A. R. No. 31

TABLE OF FATAL INDUSTRIAL ACCIDENTS DURING 1910.

Trade or Industry.	Number of accidents according to months.												Total
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov. <sup>1</sup>	Dec.	
Agriculture.....	21	6	13	11	25	30	18	14	22	21	22	24	227
Fishing and hunting.....		1	2	9	2	1	1		1	4	8	4	33
Lumbering.....	11	3	10	17	14	11	8	8	7	8	6	7	110
Mining.....	14	6	9	8	16	22	18	10	11	10	16	40	180
Building trades.....	2		5		3	6	2	5	6	6	12	5	52
Metal trades.....	5	6	6	7	9	8	11	9	5	6	7	10	89
Woodworking trades.....	1		1	1			2	2	1		1		9
Printing trades.....		1				32							33
Clothing trades.....											1		1
Textile trades.....	1			1	1						1		4
Food and tobacco preparation.....		1	2			3	2		2	2	3	2	17
Leather trades.....	1							1	1				3
Railway service.....	24	6	72	18	25	23	25	18	15	20	24	17	287
Navigation.....	1	2		4	11	3	6	9	1	10	12	26	85
General transport.....	1	2	4	3	3	9	10		4	10	3	4	53
Public employes.....		2		4	6	3			5	1	7	2	30
Miscellaneous trades.....	3	3	6	8	10	5	9	5	2	13	6	5	75
Unskilled labour.....	8	2	5	8	9	13	5	6	9	8	13	6	92
Total.....	93	41	135	99	134	169	117	87	92	119	142	152	1,380

<sup>1</sup> In this total is included the thirty-two deaths which occurred in the destruction of the *Herald* building in Montreal on June 13, 1910.

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DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI, A. R. No. 32.

TABLE OF NON-FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING 1910.

Trade or Industry.	Number of accidents according to months.												Total
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
Agriculture.....	21	20	27	18	29	28	30	19	35	37	35	15	314
Fishing and hunting.....	2										1		3
Lumbering.....	7	11	18	11	14	10	3	8	7	9	6	12	116
Mining.....	9	18	23	10	11	15	9	11	15	19	23	14	182
Building trades.....	9	11	24	7	20	16	28	16	30	31	24	17	233
Metal trades.....	35	37	61	52	32	54	43	36	30	54	38	41	513
Woodworking trades.....	6	10	11	28	19	11	14	6	6	25	16	8	160
Printing trades.....		2	5	2	1	16	4	1	2	1	2	1	37
Clothing trades.....	2	1	2		2	6	2		1		3		19
Textile trades.....	4	3	3	4	2	1	3	1		4	2	3	30
Food and tobacco preparation.	9	6	6	6	4	7	9	2	2	5	8	7	71
Leather trades.....	4	4			1		1			1			11
Railway service.....	29	31	33	40	39	19	26	21	13	26	26	29	332
Navigation.....		3		4	13	9	10	4	5	6	6	3	63
General transport.....	19	7	13	8	18	19	13	11	13	18	20	19	178
Public employes.....	4	11	6	30	19	6	2	7	9	12	20	8	134
Miscellaneous trades.....	17	11	7	11	10	12	21	10	6	9	14	7	135
Unskilled labour.....	7	10	15	15	9	20	20	9	7	18	23	13	166
Total.....	184	196	259	246	243	249	238	162	181	275	267	197	2,697

This total includes the injuries received in the Montreal *Herald* disaster on June 13, 1910.DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI, A. R., No. 33.TABLE SHOWING NUMBER OF FATAL AND NON-FATAL ACCIDENTS IN CANADA BY TRADES  
DURING THE YEARS 1904 TO 1910 INCLUSIVE.

Trades.	1904		1905		1906		1907		1908		1909		1910		Total	
	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.	Fatal.	Non-Fatal.
Agriculture....	103	121	132	291	176	262	209	295	223	291	256	374	227	314	1,326	1,948
Fishing and hunting....	16	1	13	1	15	3	17	4	37	1	34	7	33	3	165	20
Lumbering....	69	120	75	155	119	156	129	138	113	115	130	181	110	116	745	981
Mining.....	103	117	70	135	119	174	181	226	148	187	160	147	180	182	961	1,168
Building trades	43	140	46	131	59	272	33	211	46	219	38	245	52	233	317	1,451
Metal trades...	74	393	56	434	69	562	154	570	63	364	77	482	89	513	582	3,318
Woodworking trades.....	12	154	8	150	4	133	8	138	7	116	11	158	9	160	59	1,009
Printing trades		9	1	19		17	1	23		12		35	33	37	35	152
Clothing trades	3	21	2	36	2	19	1	24	1	16	1	16	1	19	11	151
Textile trades...	3	23	2	30	3	46	3	41	2	37	3	35	4	30	20	242
Food and tobacco preparation.....	6	55	9	76	20	79	18	73	14	63	9	86	17	71	93	503
Leather trades.	2	4	6	7	3	13		3	3	5	2	9	3	11	19	52
Railway service	272	168	140	238	252	340	342	337	326	316	283	293	287	332	1,902	2,024
Navigation.....			128	117	117	61	100	74	84	62	95	191	85	63	609	468
General transport.....	113	168	140	234	45	178	55	193	54	132	50	193	53	178	510	1,276
Civic employes <sup>2</sup>				5	5	66	6	80	19	55	22	91	30	134	89	431
Miscellaneous trades.....	41	178	71	159	56	222	62	168	61	156	54	152	75	135	420	1,170
Unskilled labour.....	30	119	57	143	43	142	34	154	71	130	66	123	92	166	393	977
Total.....	890	1,791	963	2,361	1,107	2,745	1,353	2,752	1,272	2,277	1,291	2,718	1,380	2,697	8,256	17,341

<sup>1</sup> Included with General Transport in 1904.<sup>2</sup> Only constituted in a distinct group in 1905.

TABLE SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906, 1907, 1908 AND 1909

## AGRICULTURE.

Causes of Accidents.	Killed.							Injured.						
	1904	1905	1906	1907	1908	1909	1910	1904	1905	1906	1907	1908	1909	1910
Struck and run over by trains.....	26	19	23	33	24	18	4	7	10	7	13	8	7	1
Injured by live stock...	18	18	29	19	29	24	16	19	41	45	44	53	47	54
Falling from vehicles...	14	27	11	.....	.....	.....	.....	24	54	9	.....	.....	.....	.....
Run over by vehicles....	3	21	4	10	15	39	46	6	23	2	6	11	15	12
Injured by machines and tools.....	8	14	16	14	17	10	20	18	43	78	61	40	60	54
Falling from haylofts, barns, stacks, &c....	5	13	27	24	21	33	30	10	22	62	73	51	93	81
Injured when raising barns.....	4	2	.....	.....	.....	.....	.....	7	6	.....	.....	.....	.....	.....
Electricity.....	7	3	18	7	13	8	12	.....	2	2	3	6	3	2
Exposure and cold.....	4	.....	6	7	7	15	11	.....	2	2	4	6	4	2
Struck by falling trees..	1	8	7	25	.....	.....	.....	3	11	18	21	.....	.....	.....
Injured when sawing and chopping wood...	1	1	1	.....	.....	.....	.....	10	10	1	.....	.....	.....	.....
Injured by cave-in of pits, &c.....	2	5	.....	.....	22	.....	.....	1	7	.....	.....	40	.....	1
Injured when blasting..	1	.....	5	8	9	2	1	3	3	10	18	13	10	3
Blood poisoning.....	9	.....	3	2	1	1	.....	10	4	.....	.....	.....	.....	.....
Burns and scalds.....	.....	.....	1	1	6	9	7	.....	.....	.....	.....	2	1	.....
Drowned.....	.....	.....	8	13	15	22	6	.....	.....	.....	.....	.....	10	.....
Injured in runaways.....	.....	.....	.....	28	36	31	28	.....	.....	.....	28	39	55	34
Struck by wagon pole..	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Explosion of traction engine.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Smothered in snow slide	.....	.....	.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Injured by other falling material.....	.....	.....	.....	2	.....	23	28	.....	.....	15	.....	.....	40	34
Injured by tools.....	.....	.....	.....	2	1	6	1	.....	.....	6	17	22	14	.....
Stung by bees.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....
Sunstroke.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....
Accidentally shot.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....
Struck by flying objects.	.....	.....	.....	.....	5	2	3	.....	.....	.....	.....	2	2	21
Collisions.....	.....	.....	.....	.....	2	2	.....	.....	.....	.....	.....	3	4	1
Unclassified.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Asphyxiated.....	.....	.....	.....	.....	.....	6	4	.....	.....	.....	.....	.....	.....	.....
Fire arms.....	.....	.....	.....	.....	.....	5	2	.....	.....	.....	.....	.....	1	.....
Heart failure.....	.....	.....	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	.....	.....
Blood poisoning.....	.....	.....	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	.....	.....
Total.....	103	132	159	209	223	256	227	121	241	236	295	291	374	314

## FISHING AND HUNTING.

Causes of Accidents.	Killed.							Injured.						
	1904	1905	1906	1907	1908	1909	1910	1904	1905	1906	1907	1908	1909	1910
Drowned.....	16	13	15	16	33	31	24	.....	.....	.....	.....	.....	.....	.....
Caught in bear trap.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....
Attacked by moose.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
Injured by falls.....	.....	.....	.....	.....	.....	.....	1	.....	.....	2	.....	.....	.....	1
Contact with ice hook..	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....
Injured by exposure, cold, etc.....	.....	.....	.....	1	4	.....	4	.....	.....	.....	4	1	.....	.....
Explosion of gasoline....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	7	2
Fire arms.....	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....
Falling material.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....
Total.....	16	13	15	17	37	34	33	1	1	3	4	1	7	3



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## LUMBERING AND SAWMILLING.

Causes of accidents.	Killed.							Injured.						
	1904	1905	1906	1907	1908	1909	1910	1904	1905	1906	1907	1908	1909	1910
Struck by falling trees..	17	14	25	20	26	..	..	3	15	15	9	11	..	..
Struck by logs.....	4	4	9	11	..	..	..	6	13	7	10	..	..	..
Injured by dynamite explosion.....	1	2	5	2	1	..	..	..	..	6	5	6	..	..
Drowned.....	22	13	30	44	39	51	31	..	..	2	1	..	..	..
Frozen.....	..	2	1	..	..	..	..	2	..	2	1	..	..	..
Falling of logs.....	1	..	3	4	..	..	..	2	..	9	8	..	..	..
Run over by railway cars.....	3	2	3	4	1	7	1	2	..	3	..	..	13	..
Struck by wood flying from saws, &c.....	5	8	7	12	2	5	10	4	17	9	2	3	..	12
Struck by falling lumber, &c.....	..	2	2	..	..	32	..	5	8	8	..	..	42	..
Struck by axes when chopping trees.....	..	..	..	..	..	..	..	11	15	9	4	..	..	..
Injured by machines and engines.....	3	8	26	18	21	22	20	36	33	88	79	48	78	45
Injured by explosions..	6	10	..	..	..	3	2	2	8	..	..	..	10	6
Injured by saws.....	4	6	..	..	1	..	..	34	15	..	1	8	..	..
Injured by bursting of an emery wheel.....	1	1	5	..	..	..	..	..	20	..	..	..	..	..
Crushed between cars...	1	..	..	1	..	..	..	1	1	..	..	..	..	..
Injured by bursting of refuse machine.....	..	1	..	..	..	..	..	..	..	..	..	..	..	..
Overwhelmed in mud slides, &c.....	1	2	..	1	1	1	..	14	8	..	..	..	..	..
Gunshot wounds.....	..	..	2	1	1	1	1	..	..	..	..	6	12	11
Falls, general.....	..	..	..	2	3	4	2	..	..	..	..	..	..	..
Run over by dump cart.....	..	..	..	1	..	..	..	..	..	..	..	..	..	..
Killed by a bear.....	..	..	..	1	..	..	..	..	..	..	18	29	..	32
Falling material.....	..	..	..	..	..	..	..	..	..	..	1	..	5	..
Electricity.....	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Unclassified.....	..	..	1	..	..	..	..	..	..	..	..	1	1	..
Runaways.....	..	..	..	..	2	1	..	..	..	..	..	..	1	..
Being run over.....	..	..	..	..	4	..	..	5	..	..	..	2	2	1
Exposure.....	..	..	..	..	..	3	1	..	..	..	..	1	..	..
Live stock.....	..	..	..	..	..	..	..	..	..	..	..	..	17	9
Tools.....	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Total.....	69	75	119	129	113	130	110	120	155	156	138	115	181	116

## CLOTHING TRADES.

Injured by elevators and hoists.....	1	2	2	1	..	..	..	4	6	4	1	1	..	..
Kicked by a horse.....	..	..	..	..	..	..	..	..	1	..	1	..	..	..
Injured by machinery, belting, &c.....	..	1	..	..	1	1	..	8	21	11	18	13	10	12
Injured by mangles.....	..	..	..	..	..	..	..	4	1	..	..	..	..	1
Injured by presses.....	..	..	..	..	..	..	1	2	1	1	1	..	..	4
Injured by falling.....	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Injured by falling material.....	..	..	..	..	..	..	..	..	1	2	3	2	2	..
Explosions.....	..	..	..	..	..	..	..	..	1	1	..	..	..	1
Mistaken use of nitrate of potash.....	..	..	..	..	..	..	..	..	2	..	..	..	2	..
Unclassified.....	2	..	..	..	..	..	..	3	..	..	..	..	2	..
Injured by tools.....	..	..	..	..	..	..	..	..	..	..	..	..	..	1
Electricity.....	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Total.....	3	3	2	1	1	1	1	21	36	19	24	16	16	19

## MINING.

Cause of accidents.	Killed.							Injured.						
	1904	1905	1906	1907	1908	1909	1910	1904	1905	1906	1907	1908	1909	1910
Explosions in mines....	33	15	20	53	48	34	33	11	39	42	67	62	17	4
Falling down mine shafts and chutes.....	8	5	8	3	22	.....	.....	3	8	9	1	13	.....	.....
Struck by cars, trips, &c.	8	2	13	25	24	20	26	3	8	9	1	13	.....	43
Struck by falling stone and earth, &c.....	14	19	16	10	32	37	60	18	26	9	5	59	45	61
Struck by falling coal...	11	16	32	11	.....	.....	.....	12	18	57	20	.....	.....	.....
Crushed between cars, car and mine wall, box and pit props, &c....	1	3	7	4	.....	2	.....	10	10	16	17	.....	2	.....
Machinery, belting, &c...	2	2	7	8	4	3	3	.....	12	14	15	5	9	10
Falling from scaffolds and trestles.....	3	2	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
Falling in various ways not specified.....	5	1	.....	11	.....	22	11	6	.....	.....	6	.....	20	23
Run over by cars.....	1	2	4	3	4	.....	10	2	4	1	2	12	.....	3
Struck by falling wood, &c.....	.....	2	.....	29	.....	.....	.....	2	2	1	60	.....	.....	.....
Crushed by cave-in....	5	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Suffocated by gas, &c...	6	.....	.....	2	7	2	6	.....	.....	.....	.....	.....	.....	.....
Drowned.....	.....	.....	2	16	6	8	6	.....	.....	.....	2	.....	11	3
Struck by snow slides...	.....	.....	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Kicked by a mule.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....
Injured by explosives....	3	1	1	.....	.....	31	18	13	5	1	2	.....	.....	.....
Injured by electric shock	.....	.....	3	1	1	.....	5	.....	.....	.....	1	.....	13	19
Injured by exposure....	.....	.....	.....	2	.....	.....	2	.....	.....	.....	2	.....	.....	1
Caught in a "bump"....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Unclassified.....	13	.....	.....	.....	.....	.....	.....	33	4	.....	.....	.....	.....	.....
Injured by live stock....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Injured by molten metal	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	2	2
Injured by passing ob- jects.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....
Flying material.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	4
Total.....	103	70	119	181	148	160	180	117	135	167	226	187	147	182

## TEXTILE TRADES.

Injured by machinery, belting, etc.....	2	.....	1	1	1	1	1	13	13	41	29	34	24	21
Injured by a loom.....	.....	.....	.....	.....	.....	.....	.....	2	5	.....	.....	.....	.....	.....
Injured by a picker.....	.....	.....	.....	.....	.....	.....	.....	1	2	.....	.....	.....	.....	.....
Injured by a shuttle....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....
Injured by a spindle....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....
Injured by an elevator...	.....	.....	1	.....	1	.....	.....	1	1	.....	.....	.....	.....	.....
Falling from a building, &c.....	.....	.....	.....	.....	.....	.....	.....	1	2	.....	.....	.....	.....	.....
Collapse of a building...	.....	1	.....	.....	.....	1	1	1	1	.....	1	2	5	3
Injured by drawing frame.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....
Run over by train.....	.....	1	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....
Ignition of cotton, &c...	.....	.....	1	2	.....	.....	1	.....	.....	1	3	.....	.....	4
Falling material.....	.....	.....	.....	.....	.....	1	1	.....	.....	3	8	1	5	.....
Blood poisoning.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
Flying material.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	2
Unclassified.....	1	.....	.....	.....	.....	.....	.....	2	2	.....	.....	.....	.....	.....
Total.....	3	2	3	3	2	3	4	23	30	46	41	37	35	30

## SESSIONAL PAPER No. 36

## BUILDING TRADES.

Causes of accidents.	Killed.							Injured.						
	1904	1905	1906	1907	1908	1909	1910	1904	1905	1906	1907	1908	1909	1910
Falling from buildings..	13	9	4	5	13			23	48	30	17	39		
Falling from scaffolds, &c	5	20	8	2	10			38	78	45	26	98	20	
Falling through a floor..	2								1					
Collapse of building and wall.....	2							10	9					
Falling from a ladder.....								14	5	7				
Falling in various ways not specified.....	1	3	25	18	7	31	34	12	1	109	102	21	161	156
Railway accidents.....	4	4	3	2	1			2		1		1		1
Struck by falling stones and bricks.....	3	3	1	1				6	21	3				
Struck by falling timber	1		1					13	15	13	3			
Struck by derricks.....	2	1	1	1	1			1	3	5	3			
Struck by falling metal.....								2	2					
Struck by falling window sash.....		1						2						
Struck by other falling material.....	2		2	1	3	1	11	2	3	20	26	28	29	51
Injured by elevators and hoists.....	2			1	1			2	1	1	2	4		3
Injured by electric shock	3	2			5	3	1	1		1				2
Injured by tools.....		1						7	11	3	4			
Drowned.....	2	1	6		3	1	1		2					
Injured by machinery.....					1	1				17	20	5	17	4
Burns or scalds.....			1											
Injured by explosion.....			3				1			2	7	16	7	11
Asphyxiated by gas.....			2			1				1		2	2	
Sunstroke or struck by lightning.....			2	1						4		1		
Injured by wood projected from saw.....							1				1	2	5	4
Died from lockjaw.....				1										
Unclassified.....	1	1			1		1	3	1			1		
Blood poisoning.....												1		
Boiling tar.....							1						3	1
Runaway.....							1							
Exposure.....														
Total.....	43	46	59	33	46	38	52	138	201	262	211	219	245	233

## PRINTING TRADES.

Crushed in presses.....								5	8	17	20			
Crushed in printing machines.....								3	4			12	26	20
Struck by falling mould, &c.....								1	1				4	
Hot metal and other material.....									3				2	
Injured by knives.....									1					
Elevator accidents.....		1		1			1		1		3			
Explosion of magnesium powder.....									1				3	1
Falls.....														1
Run over.....														
Total.....		1		1			1	9	19	17	23	12	35	22



## METAL TRADES.

Causes of accidents.	Killed.							Injured.						
	1904	1905	1906	1907	1908	1909	1910	1904	1905	1906	1907	1908	1909	1910
Injured by machinery, belting, &c.....	12	7	8	15	7	13	16	108	147	251	201	131	171	175
Injured by tools.....	3	1						15	7	7	6	10	3	3
Struck by falling material.....	9	5	7	21	6	12	11	92	63	94	129	82	106	120
Injured by hot or molten metal.....			1	1		2	2	55	40	52	31		50	30
Injured by electric shock	5	11	14	16		21	22	11	13	8	10	34	15	34
Injured by elevators and hoists.....	4	1	1	6	3	1	3	14	6	6	15	4	4	6
Falling from scaffold, &c	9	5	7					9	22	25				
Collapse of scaffolding..	2		1					11	2	15				
Falling from buildings..	4		1	14				6	3		102			
Falling from bridges....	4	3						2	5	1				
Falling from poles.....	3	1						11	5					
Falling in various ways not specified.....	4	2	2		17	12	13	22	14	40		46	66	64
Injured by derricks and cranes.....	1	5	2	1				4	9	1	2	1	2	
Bursting of wheels.....	2	2						3	5	4				
Injured by boiler explosions.....	2	3	2		4			14	5	7		3		
Struck by falling wood, poles, &c.....	5	1	4					1	10	33	16			
Injured by saws.....								2						
Injured by shears.....								6	4					
Injured by drop hammers								7	3	1				
Injured by trip hammers								6	7		1			
Overcome by gas.....	1	1	1				4	2			1			3
Scalded by water, steam, &c.....		1	5					9	4	3			2	3
Injured by electricity..					19				1	1		18		
Injured by explosions of gas, powder, &c.....				1	1	2	6	4	6	4	44	15	31	29
Crushed by presses.....								24	26	3				
Crushed by cars.....		3	1	5	3			2	5		7	13		
Struck by flying material						8	5	1	2				26	42
Struck by lever.....	1							1	1					
Struck by hook.....								1	1					
Crushed between girders								2	1					
Crushed in other ways..			1					4	1	3				1
Injured by chains.....								2	1					
Cut by a die.....								1	2					
Run over.....							5	1	1					3
Drowned.....	2	2	9	3	3	2	2					1		
Injured when grinding...									1					
Injured by lathes.....								3				2		
Injured by live stock...				2						3	2		2	
Sunstroke while repairing boilers.....			1											
Gunshot wounds.....											1		1	
Dropped dead while shoeing horse.....				1										
Railway accident.....				5		4					2	3	3	
Collapse of bridge at Quebec.....				63										
Unclassified.....	1	2						35	1					
Foot pierced by nail...												1		
Total.....	74	56	68	154	63	77	89	490	424	562	570	364	482	513

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## WOODWORKING TRADES.

Causes of accidents.	Killed.							Injured.						
	1904	1905	1906	1907	1908	1909	1910	1904	1905	1906	1907	1908	1909	1910
Injured by machinery, belting, &c.....	3	3	2	5	3	6	2	46	28	118	123	88	112	120
Injured by saws.....	1	1	1	1	1	1	1	45	46	1	1	1	1	1
Struck by flying material	3	1	1	1	2	1	5	7	6	3	8	12	19	17
Scalded by boiling water	2	1	1	1	1	1	1	1	1	1	1	1	1	1
Injured by elevators and hoists.....	2	1	1	2	1	1	1	2	4	1	1	1	5	4
Injured by shapers.....	1	1	1	1	1	1	1	10	6	1	1	1	1	1
Injured by planers.....	1	1	1	1	1	1	1	6	15	1	1	1	1	1
Injured by jointers.....	1	1	1	1	1	1	1	6	9	1	1	1	1	1
Injured by knives.....	1	1	1	1	1	1	1	4	5	1	1	1	1	1
Injured by other tools....	1	1	1	1	1	1	1	3	2	1	1	1	1	1
Injured by cutters.....	1	1	1	1	1	1	1	3	2	1	1	1	1	1
Injured by sanding disc....	1	1	1	1	1	1	1	3	2	1	1	1	1	1
Injured by presses.....	1	1	1	1	1	1	1	2	1	1	1	1	1	1
Struck by falling material	1	1	1	1	1	1	1	3	3	2	5	10	12	10
Injured by spindle carver.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Falling from vehicle.....	1	1	1	1	1	1	1	1	2	1	1	1	1	1
Falling and jumping from a building.....	1	1	1	1	1	1	1	2	1	1	1	1	1	1
Falling in way not specified.....	1	1	1	1	1	1	1	3	6	4	1	4	5	5
Railway accidents.....	1	2	1	1	1	1	1	1	1	1	1	1	1	1
Explosion of boilers &c....	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Poisoned in error.....	1	1	1	1	1	1	1	7	2	1	1	1	1	1
Unclassified.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Total.....	12	8	4	8	7	11	9	154	140	133	138	116	158	160

NAVIGATION.<sup>1</sup>

Causes of Accidents.	Killed.						Injured.					
	1905	1906	1907	1908	1909	1910	1905	1906	1907	1908	1909	1910
Drowning.....	101	92	62	46	62	59	20	24	19	22	11	18
Injured by falling material.....	1	3	5	3	8	4	1	1	1	1	1	1
Caught in hawser.....	8	9	17	18	16	9	20	18	30	23	26	18
Falling into hold, &c.....	8	1	1	8	1	2	14	5	12	6	19	5
Explosion of gas, &c.....	2	3	2	1	1	1	5	5	1	2	1	6
Struck by engine.....	1	1	1	1	1	1	14	1	1	1	1	1
Struck by merchandise.....	4	1	6	1	1	1	11	1	1	1	1	1
Struck by derricks, cranes, &c.....	1	1	5	3	1	1	1	1	1	1	1	1
Injured by fire on vessel.....	1	1	1	1	1	1	1	1	1	1	1	1
Frozen to death.....	1	1	1	1	1	1	1	1	1	1	1	1
Electric shock.....	2	1	1	2	1	4	1	1	1	1	1	1
Injured by machinery.....	2	1	1	2	1	4	1	1	1	1	1	1
Crushed between wharf and vessel.....	2	1	1	1	1	1	1	1	1	1	1	1
Discharge of firearms.....	1	1	1	1	1	1	1	1	1	1	1	1
Flying material.....	1	1	1	1	1	1	1	1	1	1	1	1
Exposure.....	1	1	1	1	1	1	1	1	1	1	1	1
Injured by railways.....	1	1	1	1	1	1	1	1	1	1	1	1
Injured by vehicles.....	1	1	1	1	1	1	1	1	1	1	1	1
Sunstroke.....	1	1	1	1	1	1	1	1	1	1	1	1
Asphyxiation.....	1	1	1	1	1	1	1	1	1	1	1	1
Burns or scalds.....	1	1	1	1	1	1	1	1	1	1	1	1
Live stock.....	1	1	1	1	1	1	1	1	1	1	1	1
Unclassified.....	3	1	1	1	1	1	1	1	1	1	1	1
Total.....	128	117	100	84	95	85	85	61	74	62	91	63

<sup>1</sup> This group was included with general transport in 1904.

CIVIC EMPLOYEES.<sup>1</sup>

Causes of Accidents.	Killed						Injured.					
	1905	1906	1907	1908	1909	1910	1905	1906	1907	1908	1909	1910
Injured by falls on way to fire, at fires, &c.	4	1	2	4	4	5	53	43	29	22	27	37
Injured by falling material	2		1	6	4	3	10	6	27	12	28	42
Injured by collision							3	5	6		12	10
Injured while arresting prisoners				2		3	5	7	1	4		4
Injured while lifting a tile	1	1										1
Injured in an elevator							1	2				
Struck by engine		2						1	2	2		
Asphyxiated		1		3				1		4	11	2
Explosion of gas, etc.			1	2	2			1	10	2		23
Run over by vehicles				1		1			2	5		7
Injured by live stock									2	2	1	2
Injured by tools									1			
Drowned			1			10						
Electric shock			1	1		1						1
Machinery										2	1	
Flying material											1	4
Firearms					1	6					4	
Runaways						1					6	
Blood poisoning					1							
Total	7	5	6	19	12	30	72	66	80	55	91	134

<sup>1</sup> This group was constituted a distinct unit in 1905.

## RAILWAY SERVICE.

Cause of accidents.	Killed.							Injured.						
	1904	1905	1906	1907	1908	1909	1910	1904	1905	1906	1907	1908	1909	1910
Struck by engines, &c.	53	37	27	42	15	31		35	27	44	16	16	3	5
In collisions	33	25	45	37	33	31	18	77	43	54	39	51	35	50
Derailing of engines, &c.	18	16	12	30	25	42	24	24	33	29	18	42	56	40
When coupling	12	20						24	35					
Falling from trains and cars	22	6	14	17	15	26	17	49	31	53	52	47	59	57
Falling from train and run over	26	39						3	16					
Foot catching in frogs, &c., and run over	5	3						5	6					
Run over by trains, &c.	47	23	62	106	95	93	100	23	10	33	44	33	30	51
Injured by explosions	3	3	5	2	4	3	4	5	12	4	2	13	17	8
Injured by blasting, dynamite, etc.	20		43	51	76	26	20	12	9	41	49	28	5	5
Crushed between cars, engines, &c.	10	20	21	33	16	14	21	16	28	30	58	28	26	48
Crushed in round-houses and shops	2							5	3					
Striking objects when on moving trains and cars	1	4	5	2	6	5		2	23	3	5	4	4	8
Injured by falling snow and rocks, etc.	4		6	11	19		71		3	18	46	33		37
Injured by electric shock	2					2	1		1					
Struck by falling material	1					24		8	10				31	
Struck by falling metal		6						5	16		1			
Falling in other ways	4	2						15	4					
Injured by tools								3	3	4	3			
Injured by machinery, belting, &c.		1	1		6	5			9	10	4	16	12	12
Injured by an elevator		2						1						
Drowned			4	8	9	8	5							
Asphyxiated by gasoline fire			2		3									
Struck by lightning			4		1							1	1	
Lost on prairie, frozen, &c.			1			1	1							2
Burned to death				2	1									
Sunstroke				1	1	1								
Injured by flying material							2					4	2	6
Blood poisoning					1	1								
Unclassified	10	8						30	9					
Burned and scalded							3						11	2
Assaulted by tramps, &c.													1	1
Total	273	215	252	342	326	283	287	342	331	323	337	316	293	332



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## GENERAL TRANSPORT.

Cause of accidents.	Killed.							Injured.						
	1904	1905	1906	1907	1908	1909	1910	1904	1905	1906	1907	1908	1909	1910
Drowned.....	33	69	4	9	1	2	.....	.....	.....	64	.....	.....	3	.....
Falling on board ship...	6	9	.....	.....	.....	.....	.....	14	22	.....	.....	.....	.....	.....
Falling from vehicles...	50	6	8	.....	3	.....	.....	59	52	20	.....	8	1	.....
Falling from vehicles and run over.....	1	6	4	11	7	4	.....	.....	10	16	11	8	9	.....
Falling from scaffolding.....	.....	.....	2	.....	.....	.....	.....	1	2	.....	.....	.....	.....	.....
Falling from a building.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Falling in various ways not specified.....	2	.....	.....	.....	11	13	11	7	.....	56	.....	49	76	62
Crushed.....	2	3	.....	.....	.....	.....	2	4	4	.....	.....	.....	.....	1
Injured by elevators and hoists.....	6	3	1	.....	.....	.....	.....	6	4	.....	6	.....	.....	.....
Injured by blastings and explosions.....	3	.....	.....	.....	.....	.....	.....	.....	1	.....	1	.....	.....	.....
Struck by trains.....	4	5	5	2	4	.....	.....	3	.....	8	10	1	.....	6
Run over by trains and cars, &c.....	3	3	2	2	.....	3	16	3	5	.....	9	.....	.....	8
Run over by vehicles.....	1	1	.....	.....	.....	.....	.....	6	2	.....	.....	.....	.....	3
Collisions with street car.....	.....	3	.....	.....	4	.....	.....	6	24	.....	.....	13	.....	.....
Struck by timber, wood, &c.....	4	.....	1	2	.....	.....	.....	10	22	.....	3	.....	.....	.....
Struck by wagon loads..	3	1	.....	.....	.....	.....	.....	4	2	.....	.....	.....	.....	.....
Struck by buckets.....	3	.....	.....	.....	1	.....	.....	1	.....	.....	2	.....	.....	.....
Injured by machinery, belting, &c.....	4	3	.....	2	.....	1	1	5	10	7	14	.....	7	4
Struck by freight.....	2	.....	2	3	.....	.....	.....	5	10	7	14	.....	.....	.....
Struck by falling coal...	2	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....
Crushed between cars and vehicles.....	2	.....	.....	.....	.....	1	.....	.....	1	.....	.....	.....	8	.....
Injured by falling earth, &c., in cave in.....	3	.....	1	3	8	.....	.....	1	1	6	.....	13	.....	.....
Derailing of a train.....	1	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....
Injured by live stock...	5	3	2	8	5	4	4	8	15	20	13	17	14	13
Exposure.....	1	1	1	.....	.....	1	1	.....	2	.....	.....	.....	.....	2
Crushed between cars and shed, &c.....	1	.....	.....	3	.....	.....	.....	.....	3	.....	13	.....	.....	.....
Struck by lightning.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
Struck by falling metal.....	.....	.....	.....	.....	.....	.....	.....	3	2	19	.....	.....	.....	.....
Struck by vehicles.....	.....	.....	.....	.....	.....	.....	.....	3	2	.....	6	.....	.....	.....
Scalded.....	.....	.....	.....	.....	.....	.....	1	2	.....	.....	.....	.....	.....	1
Caught by hawsers and anchor chains.....	.....	.....	.....	.....	.....	.....	.....	3	1	.....	.....	.....	.....	.....
Burned in fire on a ship.....	.....	3	1	.....	1	.....	.....	2	11	.....	.....	4	.....	.....
Struck by a pulley.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....
Falling material.....	.....	1	.....	.....	.....	6	4	.....	.....	6	.....	.....	17	13
Collisions.....	.....	.....	12	5	.....	7	7	1	.....	13	13	28	39	42
Runaways.....	.....	.....	.....	4	9	7	5	.....	.....	.....	11	16	21	18
Electric shock.....	.....	.....	.....	1	.....	.....	1	.....	.....	.....	2	1	3	4
Flying material.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....
Burns or scalds.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1	.....
Unclassified.....	.....	20	.....	.....	.....	.....	.....	10	20	.....	.....	.....	.....	.....
Total.....	103	140	45	55	54	50	53	168	234	178	193	135	193	178

## LEATHER TRADES.

Injured by machinery, belting, &c.....	1	4	2	.....	1	.....	.....	1	6	11	2	4	4	9
Burns or scalds.....	.....	2	.....	.....	.....	1	1	.....	1	2	1	.....	2	1
Falling.....	.....	.....	1	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....
Unclassified.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....
Injured by elevator.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....
Injured by boiling tallow.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....
Tools.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1
Falling material.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Blood poisoning.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....
Run over.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....
Total.....	2	6	3	.....	3	2	3	4	7	13	3	5	9	1

## FOOD AND TOBACCO PREPARATION.

Causes of accidents.	Killed.							Injured.						
	1904	1905	1906	1907	1908	1909	1910	1904	1905	1906	1907	1908	1909	1910
Injured by machinery, belting, &c.	1		5	3	2	4	2	12	23	27	22	23	35	28
Falling from vehicles		2		1	1			6	10	2	2	5		
Falling from a ladder					1			1	3					
Falling in various ways not specified	3		4				8	9	6	14	17	6	16	14
Injured by bursting bottles	1							2	4					
Run over	1	1			2	1	1	2	2				2	
Injured by elevators		1	1	3	3		1	4	6	2	3	9	6	8
Scalded by hot water							1	3	4	10		4	6	4
Injured by falling of tree		1							1					
Injured by live stock		1		1			1		2	2	2	4		1
Crushed by goods in workshop, &c.					2			3	2			2	2	
Injured by a knife or tool			1		3			1	2	7	2	4		2
Injured by a dough mixer								1	2					
Explosion of gas, &c.		2	1	2		2	2		9	7	12	3	2	8
Drowned			3	1		1							1	
Smothered in grain bin			2											
Electric shock				3		1				1	2		1	1
Dropped dead while fighting fire			1											
Railway accident			1	3									2	
Falling material			1	1						7	12	3	8	3
Runaways													2	2
Exposure													1	
Collisions							1						2	
Unclassified		1						13						
Total	6	9	20	18	14	9	17	55	76	79	74	63	86	71

## UNSKILLED LABOUR.

Cause of accidents.	Killed.							Injured.						
	1904	1905	1906	1907	1908	1909	1910	1904	1905	1906	1907	1908	1909	1910
Falling from buildings	4		2					8	7		1			
Falling from scaffolding	1		1					6	2					
Struck by falling wood		2	4					12	13	15				
Falling from vehicles		1		1	8	5		3	1	25	2	4		4
Falling in other ways	2	4	5	7	12	4	6	7	21		22	12	32	39
Struck by falling stones, bricks, &c.	5	7	1	14	11	7	29	13	35	50	82	59	53	67
Injured by elevators and hoists		1		1	1	1		1	5	8	4	1	2	2
Injured by cavings-in of earth	4	5	7	4	7			5	10	3	2	3		
Injured by derricks and cranes	1	2			5			9	5					
Drowned	1	1	7			4	4		3				1	
Blasting, explosions of dynamite, &c.	2	7	1	1	9	4		15	10	7	5	20	14	13
Injured by machinery, belting, &c.		2		1	3	1	4	3	12	13	17	13	5	5
Struck by falling metal		1						8	2					
Collapse of part of building		2												
Railway accidents		16	10	4	8				15	5	11	9	4	1
Run over				1		21	44			2	6		4	18
Injured by exposure			1							1				
Injured by tools					1					5	1	4	6	2
Injured by live stock			1							4	1	2	2	1
Asphyxiated by gas					3		2			3				8
Injured by electric shock			3		2	5				1				1
Struck by flying objects						1	1					3		5
Smothered in grain bin					1									
Blood poisoning						1	2							
Unclassified	10	6						29	2					
Total	30	57	43	34	71	64	92	119	143	142	154	130	123	166

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## MISCELLANEOUS TRADES.

Cause of Accidents.	Killed.							Injured.						
	1904	1905	1906	1907	1908	1909	1910	1904	1905	1906	1907	1908	1909	1910
Blasting, explosions of dynamite, &c.....	7	5	2	11	11	14	11	2	18	19	30	18	39	14
Other explosions.....	3	5	2	.....	9	7	6	2	9	22	.....	16	31	22
Boiler explosions.....	.....	2	.....	.....	.....	.....	.....	4	9	.....	.....	.....	.....	.....
Injured by machinery, belting, etc.....	4	20	7	5	6	4	8	26	48	75	48	31	36	27
Railway accidents.....	4	3	6	3	.....	.....	2	8	8	4	2	14	4	3
Falling from vehicles.....	1	.....	2	4	1	.....	.....	4	13	5	9	.....	.....	.....
Falling from buildings.....	1	2	.....	1	.....	.....	.....	17	5	1	5	.....	.....	.....
Collapse of buildings.....	3	1	.....	.....	.....	.....	.....	16	1	.....	.....	.....	.....	.....
Falling from scaffolding.....	.....	1	1	.....	.....	.....	.....	3	.....	1	.....	.....	.....	.....
Falling in various ways not specified.....	4	7	1	4	10	5	13	13	15	56	21	31	13	26
Poisonous fumes.....	3	1	9	1	.....	.....	.....	11	.....	.....	.....	.....	.....	.....
Injured in various ways at fires.....	.....	.....	.....	1	.....	.....	.....	27	3	.....	11	.....	.....	.....
Struck by falling wood..	1	1	.....	.....	1	.....	.....	1	6	.....	.....	.....	.....	.....
Drowned.....	3	16	7	8	.....	5	3	.....	.....	.....	.....	.....	3	2
Injured by live stock....	2	1	1	2	.....	2	.....	5	5	5	4	.....	1	4
Elevator accidents.....	.....	4	5	2	1	5	4	9	1	4	6	17	7	14
Injured by cave in of earth.....	.....	.....	3	3	.....	.....	.....	.....	.....	4	.....	.....	.....	.....
Injured by electricity....	.....	.....	1	1	2	3	3	.....	.....	.....	.....	1	.....	1
Injured by exposure.....	.....	.....	.....	.....	2	.....	.....	.....	.....	1	1	1	.....	.....
Suffocated in a fire.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Heart failure.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Discharge of firearms....	.....	.....	1	1	1	.....	.....	.....	.....	2	1	1	.....	1
Burned to death.....	.....	.....	2	5	2	.....	.....	.....	.....	.....	.....	.....	.....	.....
Struck by falling material.....	.....	.....	2	9	2	.....	4	.....	.....	27	30	18	.....	6
Ruptured artery in struggle with patient..	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Runaways.....	.....	.....	.....	.....	3	2	.....	.....	.....	.....	.....	6	1	3
Smothered in cement....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1	.....	.....
Asphyxiated by gas.....	.....	.....	.....	.....	7	2	2	.....	.....	.....	.....	.....	.....	.....
Injured by tools.....	.....	.....	.....	.....	2	.....	1	.....	.....	.....	.....	.....	.....	.....
Exposure.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....
Burns and scalds.....	.....	.....	.....	.....	.....	2	14	.....	.....	.....	.....	.....	3	1
Flying material.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	4
Run over.....	.....	.....	.....	.....	.....	3	4	.....	.....	.....	.....	.....	4	4
Assaulted by prisoner....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....
Unclassified.....	5	2	1	.....	.....	.....	.....	30	18	.....	.....	.....	.....	.....
Total.....	41	71	56	62	61	54	75	178	159	226	168	156	152	135



## X.—RE-ORGANIZATION AND ENLARGEMENT OF THE STATISTICS BRANCH OF THE DEPARTMENT OF LABOUR—OUTLINE OF THE FIELD COVERED BY THE BRANCH.

With the beginning, on April 1, 1911, of the fiscal year 1911-12, a re-organization and enlargement of the Department of Labour went into effect in connection with the work of preparing and editing the *Labour Gazette*, the monthly journal of the Department, and with the general work of the Department in the field of Labour Statistics. Inasmuch as the arrangements looking to this end were completed during the fiscal year 1910-11 a reference thereto may fittingly appear in the present report. The work in this field has been increasing steadily for some time past, until a point has been reached where further progress is possible only on an enlarged and thoroughly comprehensive basis. Especially is this true of the statistical work of the Department as applied to the very important subjects of wages and cost of living. It has been decided to deal with these and other questions of kindred interest in future in full detail and in accordance with the best models of other countries.

With this end in view, a branch has been organized in the Department with the title of "The Labour Statistics Branch," to have general oversight of the preparation of the *Labour Gazette*, and to conduct the additional statistical investigations which it is now proposed to undertake, the branch being placed in charge of Mr. R. H. Coats, B.A.

The present would accordingly appear to be an opportune time to review briefly this division of the work of the Department, and to outline in general terms the character of the work which the branch as thus enlarged and reorganized is designed to carry out.

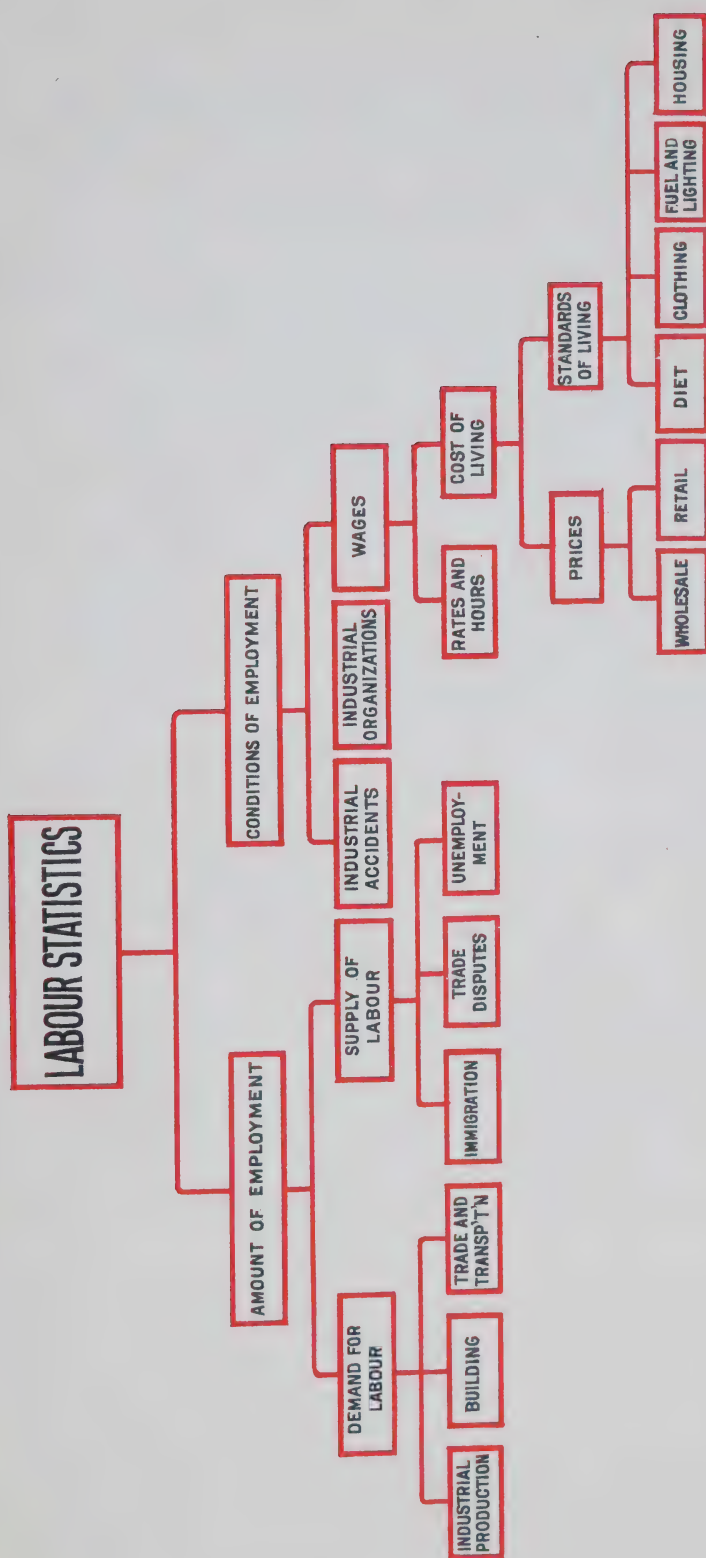
### THE FIELD OF LABOUR STATISTICS.

Briefly it is the main purpose of the Branch to cover for the Dominion of Canada the various subjects usually included in the term "Labour Statistics." Practically the entire work of the Department consisting of periodical reviews of conditions affecting industry and labour, will be carried on under the direction of the Branch. The term "labour statistics" in this connection is to be understood in a broad sense as including information in literary as well as in statistical form. Needless to add, it is not to be assumed that the information thus supplied is of interest to "labour" alone. Nearly all of it concerns employers no less than employees and is applicable more or less directly in various walks of life.

Possibly the clearest method of illustrating a many-sided subject of this nature is by means of a diagram. The accompanying cut represents an attempt to map out in a logical way the main features of the work which it is proposed the Branch should deal with. Though the diagram is limited, for economy of space, to the subjects capable of statistical treatment, it may be regarded as fairly illustrative of the work of the Branch as a whole, inasmuch as the many literary features and special articles appearing in the *Labour Gazette* lend themselves to similar classification. A brief explanation of the field illustrated by the diagram, and of the methods which will be followed by the Department in covering it, follows.

### BROAD DIVISION OF THE FIELD

The general field of labour statistics, as mapped out by the Branch, has been divided in the first instance into two parts, namely, (1) statistics relative to the amount of employment, and, (2) statistics relative to the nature and condition of







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employment. This is on the principle that the first concern of one having to earn his living is usually the securing of employment, while his second concern is with the nature of the employment which he has chosen or secured and the various conditions arising out of that employment and its accompanying circumstances.

## AMOUNT OF EMPLOYMENT.

Information as to the amount of employment at any particular place must take cognizance of two factors, namely, (a) the demand for labour, and, (b) the supply of labour. To deal with these in a descriptive and statistical way, is, it may be stated, the purpose of a considerable portion of the *Labour Gazette*.

The opening article in each issue, including the "General Summary" and reports of local correspondents, represents an attempt to indicate as clearly as possible the general condition of the labour market in the several cities of Canada and for the Dominion as a whole. Various supplementary special articles are also published from time to time on current events of more than usual bearing on the activity of labour, such as unusual weather conditions, industrial disturbances of special importance, etc.

Statistically considered, the demand for labour may be illustrated under four main headings, namely:

(1). Statistics of industrial production, including statistics of crop yields, fishery catches, lumber cuts, mining outputs, manufacturing production, &c.; &c.

(2). Statistics of construction, including railway construction, civic improvement work, and building.

(3). Statistics of transportation, such as canal and harbour returns, railway earnings, &c., &c.

(4). Statistics of trade, foreign and domestic.

The supply of labour is likewise illustrated by the above, and by

(1). Statistics of immigration.

(2). Statistics of trade disputes.

(3). Statistics of unemployment generally.

On all the above points a continuous record is maintained in the *Labour Gazette*. In some cases the statistics are prepared in the Department and are not obtainable from any other source. Such are the monthly and annual reviews of trade disputes, and the annual review of building operations throughout Canada. In other cases, care is taken to secure and summarize the more important current industrial trade statistics prepared elsewhere as pertaining to this phase of the general subject. In this way a monthly review of the immigration movement based on returns received from the Department of the Interior, Canada, is published; a monthly summary of Canadian trade, based on statistics received from the Department of Trade and Commerce, Canada; a monthly review of current progress in the agricultural, fishing, lumbering, mining and manufacturing industries, &c., &c.

## NATURE AND CONDITION OF EMPLOYMENT.

Coming back to the second division of the subject, namely, statistics relative to the nature and condition of employment, a wide field is opened. Several of the standing literary features of the *Labour Gazette*, such as the monthly record of legal decisions affecting labour, the monthly reviews of important reports of Departments and Bureaus received at the Department, may be regarded as falling under this heading. To this may be added, perhaps, the continuous record of proceedings under the Industrial Disputes Investigation Act and the reviews of current labour legislation, Dominion and Provincial, published annually in the *Gazette*. Moreover, every issue of the *Labour Gazette* contains special articles designed to illustrate

the condition of labour in one branch or another of its activities. The diagram, however, inasmuch as it covers only subjects which have been treated statistically shows only three main subdivisions, namely;

(1). Statistics of industrial accidents, which show the relatively hazardous nature of different occupations.

(2). Statistics of labour organizations and employers' associations, designed to show the extent to which different branches and localities are organized.

(3). Statistics of wages.

Statistics of industrial accidents are published monthly in the *Labour Gazette*, while a record of the formation and dissolution of employers' and employés' associations is kept in the Department and an annual review thereof published in the *Labour Gazette*.

The last mentioned division of this branch of the subject, namely, wages, is with its corollary, cost of living, so important as to warrant special care in defining the method in which it is treated by the Department, especially as it is under the general heading of wages that most of the new statistical work, which it is proposed to add to the Branch, will be undertaken.

#### WAGES.

To cover the subject of wages adequately two classes of statistics are necessary: (1) Statistics of actual rates of wages and hours of labour; and, (2) statistics of cost of living; the latter being necessary for the interpretation of the former, that is, for arriving at real as distinguished from nominal wages.

In the treatment of nominal wages much valuable work has already been done by the Department. Several investigations into current wages and hours in a large number of trades and localities have been conducted, and the results published in the *Labour Gazette*. For seven years past, also, a statistical record has been maintained in the *Labour Gazette* of all changes in wages and hours of which information was received at the Department. A large number of industrial agreements including schedules of wages have also been printed in the *Gazette*, while much light is thrown on the subject of wages in the construction trades by the publication from month to month of various fair wages schedules, prepared by the Department and inserted in Government contracts.

In addition to the above it is now the intention of the Department to carry out a comprehensive investigation from year to year into the course of wages in the most important occupations throughout Canada. This will considerably increase the efficiency of the records now maintained, and will place the whole matter of the Department's treatment of this subject on a systematized and final basis. By way of preliminary to this step, an investigation, on a sufficiently wide basis both as to trades and localities, will be carried out into the course of wages in Canada during the past twenty years. In this way it is expected to show in a thoroughly representative manner by the employment of the method of index numbers, what the leading tendencies in the wages movement in Canada have been since 1890. The investigation, as planned, will as already stated, lend itself to being carried forward from year to year into the future, and the Department will in this way be able to throw a much needed light on current tendencies in the movement of wages.

#### COST OF LIVING.

To the question: how to deal statistically with "cost of living," the answer is in the first place, by means of prices.

Prices are, of course, wholesale and retail. These are quite different phenomena to the economist and statistician. The former may be said to reflect the com-



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mercial and the latter the domestic life of the community. Retail prices, as representing the final cost of commodities to the consumer, are more directly valuable to the student of cost of living. Moreover, they have this advantage, that a comparatively small list of articles, say, thirty, suffices to represent four-fifths of the expenditures of the average family. Notwithstanding this fact, however, they are very difficult to handle owing to the necessity of obtaining quotations over a wide area, local conditions having a strong influence on the prices fixed by the ultimate middleman. Wholesale price quotations, on the other hand, are fixed usually at one centre. In employing them, however, a much larger list of articles must be covered than in the case of retail. For example, the single item of rent in a family budget covers the hundreds of articles in a wholesale prices list which enter into the construction of a dwelling. Again, wholesale and retail prices differ in the extent to which they are affected by passing influences. Wholesale prices are very sensitive; retail prices are comparatively stable. Inasmuch, however, as retail prices follow wholesale in the long run, the latter are valuable as reflecting cost of living. Wholesale prices are also valuable as reflecting industrial and trade activity and as throwing additional light on the amount of employment available, which as already pointed out, it is the special province of the first main division of the diagram to cover.

It is the design of the Department to deal both with wholesale and retail prices in the new statistical Branch. The Department has already completed the primary work of investigation in the field of wholesale prices, the results having been published in a special report on the subject, issued in 1910. In this report the course of prices from 1890-1909 inclusive, for two hundred and thirty articles was traced, the employment of index numbers enabling the relative fluctuations and changes in the general prices level to be measured with accuracy. It is the intention of the Department to maintain this record from month to month into the future as a most useful barometer both of tendencies in the cost of living and of current trade activity, with a detailed review at the end of each calendar year. The annual review for 1910 was at the end of the fiscal year in the press. In the matter of retail prices, a beginning has been made by the Department, by the selection of a suitable list of commodities entering largely into domestic consumption and the obtaining of reliable monthly quotations for the articles included in this list of all cities of 10,000 population and upward throughout the Dominion. These are published in a table which appears each month in the *Labour Gazette*, the Department for the time being confining its efforts to the securing of trustworthy current quotations on a basis suitable for comparison. It is the intention ultimately to carry this record backward to 1890, and in this way, by the same methods that were employed in the investigation into wholesale prices, to present a parallel record for retail prices throughout the Dominion. The same method of analysis will also be applied to the forward record of retail prices, and the Department will thus be able to throw some valuable light on the important problems associated with the fixing of prices in Canada. Especially interesting this should prove in connection with the statistical review of wages to which reference has been made above.

Prices, however, by no means exhaust the subject of cost of living. The phrase "cost of living" itself contains two ideas, "cost" and "living." Standards and conditions of living differ as between individual and individual, as between class and class, and as between locality and locality. Especially is this true in a far-extending country like Canada, where conditions existing at Victoria, B.C. reproduce those of Southern England, while conditions at Winnipeg resemble those of the heart of Russia. A careful study of family budgets in the different industrial centres of Canada is therefore a necessary preliminary to the proper understanding of the information as to cost of living presented under the heading of "prices." This, also, it is hoped to undertake in due course.

With the above arrangements completed, and the several records mentioned in current operation, the Department may, it is thought, lay claim to be performing efficiently a necessary and important work in the field of Labour Statistics.



## XI.—THE LIBRARY OF THE DEPARTMENT.

Many of the additions to the library during the past fiscal year have naturally related to the matters with which the Department has been brought most closely into contact during that period of the establishment. The Royal Commission on Industrial Training and Technical Education, for instance, made it desirable that the Department should be well equipped in this respect. A list of some of the more important works on technical education now in the library will serve to indicate the general scope of this branch of the Department.

### GOVERNMENT REPORTS.

Education for Industrial purposes. A report by John Seath, Superintendent of Education for Ontario, Toronto, 1911.

First report of the Royal Commissioners in Technical Education, London, 1882.

Second report of the Royal Commissioners in Technical Education, London, 1884.

Board of Education—Report on Technical and Commercial Education in East Russia, Poland, Galicia, and Bohemia. By James Baker, F.R.G.S., London 1900.

Board of Education—Special Reports on Educational Subjects. Vol. II. Education in the United States of America. Part 2. Washington, 1902.

Industrial Education and Industrial Conditions in Germany. United States Special Consular Reports. Vol. XXXIV. Washington, 1905.

Trade and Technical Education in the United States. U.S. Bulletin of Labour, Vol. IX. September, 1904.

Report of the Commission on Industrial and Technical Education of Massachusetts, 1906.

Annual Report of the Department of Technical Education of Nova Scotia, 1908-1909.

Report of the Board of Education—City of Toronto—on Technical Schools of the United States. Toronto, 1909.

Education for Efficiency in Railroad Service. By S. Shirley Eaton, U.S. Bureau of Education Bulletin No. 10, 1900.

German views of American education, with particular reference to industrial development, collected from the Report of the Royal Russian Industrial Commission of 1904. By Wm. N. Hadman, U.S. Bureau of Education, 1906.

Instruction in the Fine and Manual Arts in the United States. A Statistical Monograph by Henry Turner Bailey, U.S. Bureau of Education, Bulletin No. 6, Washington, 1909.

The Continuation School in the United States, by Arthur J. Jones, U.S. Bureau of Education, Bulletin No. 1, 1907.

On the Training of Persons to teach Agriculture in the Public Schools, by Liberty Hyde Bailey. U. S. Bureau of Education, Bulletin No. 1, 1908.

L'Enseignement Professionnel; Conseil Supérieur du Travail, Paris, 1905.

Education and Industrial Efficiency. Report of Albert H. Leake on Recent Developments in the Schools of Eastern States. Toronto, 1906.

Report of State Commission of Connecticut on Technical Education, 1903-1907, Hartford.

Technical Education in Germany, France, Japan and London. Special Consular Reports. Vol. XXXIII. Department of Commerce and Labour, Washington, 1905.

Technical Education for Girls in England, and Elsewhere.

Technical Education in Germany. Diplomatic and Consular Reports Nos. 591, and 601, 602, 603, 608, 609, 611, 615, 618. London, 1903-1904.

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Industrial Education. Eighth Annual Report of the Commissioner of Labour, United States, Washington, 1892.

Trade and Technical Education.—Seventeenth Annual Report of the Commissioner of Labour, United States, Washington, 1902.

## OTHER PUBLICATIONS.

Educational Foundations of Trade and Industries, by Fabian Ware.

Proceedings of the Society for Promoting Engineering Education. Vols. I to

XVI.

Mind and Hand, by Charles H. Ham.

Manual training, by C. M. Woodward.

Beginnings in Industrial Education, by Paul H. Hanus.

Education and Industrial Evolution, by F. T. Carlton.

Industrial Social Education, by W. A. Baldwin.

Business and Education by Frank H. Vanderlip.

The Teaching of Agriculture in the High Schools, by G. A. Bricker, N.Y.

The Conditions and Tendencies of Technical Education in Germany, by A. H. Chamberlain. C. W. Bardeen, Syracuse, N.Y.

The Making of a Trade School, by Mary Schenk Woolman.

Training Modern Mechanics.—How a Great Railroad Solved the Problem.—

The story of the Apprentice System of the Grand Trunk Railroad System, Montreal, 1909.

Nova Scotia Technical College Calendar, Halifax, 1909-10.

Emparons-Nous de L'Industrie. Errol Bouchette, Ottawa, 1901.

Technical Education, by Henry Barnard, New York, 1872.

Industrial Efficiency, by Arthur Shedwell, London, 1909.

In addition to the above, the Department possesses a large number of periodicals, containing articles on the subject of industrial education.

## GENERAL ADDITIONS TO LIBRARY.

In January, 1911, the Library of the late Carroll D. Wright was placed on the market, and advantage was taken of this fact to procure for the Department copies of several important works on industrial subjects. Some of these were out of print and could not be obtained through the ordinary channels. Among these volumes were the following:—

Conditions of Labour, by Henry George.

Ethics of Social Progress, by F. H. Giddings.

Money and Social Problems, by T. W. Harper.

Lectures on the Theory of Economics, by F. C. Hicks.

Socialism, by R. D. Hitchcock.

Modern Social Conditions, W. B. Bailey.

Final Biography of American Trade Union Publications, by G. E. Barnett.

Process of Government, by A. F. Bentley.

The New Internationalism, by H. Bolce.

Primitive property, by E. de Laveleye.

Elements of Political Economy, by E. de Laveleye.

History of American Socialism, by T. H. Noyes.

Social Development and Education, by M. V. O'Shea.

The Wealth of Labour, by F. L. Palmer.

History of Progress in Great Britain, by M. K. Philp.

Three Lectures on the Rate of Wages, by N. W. Senior.

Chinese Immigration, by G. F. Seward.

Various periodicals bearing on the work of the Department were added to the Library during the year.

## XII.—THE CIRCULATION OF THE LABOUR GAZETTE.

The *Labour Gazette* is published in both English and French, which involves the keeping of separate mailing lists, and the printing of all notices in both languages. The number of paid subscriptions to the *Gazette* received during the past fiscal year was 7,431, the total paid circulation on the 31st of March, 1911, being 10,035, an increase of 609 over last year. The circulation of the *Gazette* has steadily increased, which has necessarily added to the work of the Circulation Branch in making entries, forwarding subscription notices, acknowledging remittances, sending out renewal subscription blanks, preparing and revising mailing lists, changing addresses of subscribers, &c. In addition to forwarding the *Gazette* to regular subscribers, a number of sample copies have also been sent out from the Department.

In connection with the circulation of the *Labour Gazette* for the twelve months ending March 31, 1911, 5,818 letters were received and acknowledged, 5,226 of which had reference to subscriptions to the *Labour Gazette*, 406 to a change of address on the part of subscribers, and 186 to other matters connected with the circulation.

For the same period, 26,310 pieces of mail matters were despatched from the circulation branch, representing 20,539 communications containing notices, accounts, or receipts for subscriptions; 908 other communications in connection with the circulation of the *Gazette* and 4,863 parcels.

During the fiscal year 1910-11 the average monthly circulation of the *Labour Gazette* was 14,143 copies, of which 9,418 were on account of paid circulation,\* and 4,725 to persons on the free and exchange lists.

The following figures will show the total circulation of the *Gazette* as it was on the last day of each of the fiscal years during the period from 1900 to 1911.

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI., A. R. No. 35

TABLE SHOWING CIRCULATION OF THE *LABOUR GAZETTE* AT THE CLOSE OF EACH FISCAL YEAR FROM 1900 TO 1911 INCLUSIVE.

Year.	Annual Subscriptions.	Free and Exchange Distribution.	Total Circulation.
1900-1.....	4,391	2,158	6,912
1901-2.....	5,648	2,722	8,370
1902-3.....	7,748	3,046	10,794
1903-4.....	7,361	3,553	10,914
1904-5.....	6,645	3,717	10,362
1905-6.....	7,547	3,987	11,534
1906-7.....	8,033	4,105	12,138
1907-8.....	9,033	4,320	13,353
1908-9.....	9,338	4,472	13,810
1909-10.....	9,426	4,778	14,204
1910-11.....	10,035	4,799	14,834

\* The actual number of paid subscribers at the end of the fiscal year, March 31, was 10,035.



## SESSIONAL PAPER No. 36

The following summary will show by Provinces the number of paid subscriptions to the *Labour Gazette* at the end of the fiscal year, March 31, 1911.

Nova Scotia.....	800
New Brunswick.....	314
Prince Edward Island.....	44
Quebec.....	2,504
Ontario.....	3,899
Manitoba.....	462
Saskatchewan.....	515
Alberta.....	764
British Columbia.....	541
The Territories.....	6
The British Empire (other than Canada).....	58
Foreign countries.....	128
Total.....	10,035

## FREE AND EXCHANGE LISTS.

Under the head of copies of the *Labour Gazette* sent as exchanges are included *Labour Gazette* sent to public departments of the governments both Federal and Provincial, in this and other countries, and to the publishers of trade papers and labour journals in exchange for their publications. On the free list are included copies sent to members of both Houses of Parliament, commercial agents, immigration agents, public libraries, boards of trade, libraries of educational institutions, local newspapers and the officers of organizations who supply from time to time information requested by the department. The following summary will show the number of copies mailed monthly on account of exchange and free lists:—

*Exchange List.*

Departments of Governments (including Federal, Provincial, British and foreign Governments and their officers).....	540
Trade papers and labour journals.....	168

*Free List.*

Public libraries and libraries of educational institutions..	134
Members of the House of Commons.....	221
Members of the Senate.....	87
Boards of Trade.....	277
Newspapers.....	1,063
	<hr/> 2,490

## Labour organizations—

Nova Scotia.....	151
Prince Edward Island.....	100
New Brunswick.....	83
Quebec (copies, English and French).....	382
Ontario.....	751
Manitoba.....	112
Saskatchewan.....	78
Alberta.....	142
The Territories.....	2
British Columbia.....	239
	<hr/> 2,150

53 Correspondents of the *Labour Gazette* (3 copies each).....

Total.....	159
	<hr/> 4,799

## REVENUE OF THE "LABOUR GAZETTE."

The revenue of the *Labour Gazette* is derived from the sale of single copies and from subscriptions for one or more years. Single copies are supplied at the rate of 3 cents each, or 20 cents per dozen. The annual subscription rate is 20 cents, or when more than twelve copies are taken by the same person or institution 15 cents. Bound volumes of the *Gazette*, including the issues of each year, are sold at the rate of 75 cents per copy.

The following statement of receipts from subscriptions, and from the sale of single and bound copies of the *Gazette* during the fiscal year 1910-11 shows that the net revenue derived by the Government from this source amounted to \$1,537.26.

*Statement of the Revenue of the "Labour Gazette" for the Fiscal Year ended March 31, 1911.*

Amount received from subscriptions to <i>Labour Gazette</i> .....	\$1,496.97
Sale of single and bound copies.....	73.21
Amount received up to June 30, 1910 for subscriptions to the <i>Labour Gazette</i> which has been held pending the identifica- tion of the remitters, and which is now being paid into revenue, as no claims have been presented for same.....	3.20
	<hr/>
	\$1,573.38

Less

Commission on subscriptions.....	\$35.58
Fees paid for postal notes transmitting amounts due as commission on subscriptions.....	54
	<hr/>
	36.12
	<hr/>
	\$1,537.26

### XIII.—THE DISTRIBUTION OF THE LABOUR GAZETTE AND OTHER PUBLICATIONS.

The *Labour Gazette*, with some exceptions, is mailed from the Government Printing Bureau, under the supervision of the Department of Labour, this work necessitating the preparation of a mailing list and its constant revision, also the enclosing and addressing of copies of the *Gazette* each month to names and addresses given on the mailing list. To expedite delivery, the copies of the *Gazette* are sorted and distributed into mail bags, suitably labelled, for their destination in the several localities throughout the Dominion.

In addition to copies of the *Gazette* mailed regularly each month to subscribers, or as exchanges, &c., copies of the *Gazette* are sent out from time to time as samples. Single copies are also mailed from day to day in reply to requests for the same, or in connection with answers sent by the Department to inquiries on subjects which may have been dealt with, either in part or whole, in the *Labour Gazette*, but a limited number of all copies already issued is kept on file for the same purpose.

During the fiscal year 1910-11, copies of the individual numbers contained in Volumes X-XI of the *Labour Gazette* to the number of 164,111 were distributed, 139,580 in English and 24,531 in French, also 5,749 copies in English and 2,458 in French of individual numbers of the *Gazette* of previous years, or an average monthly distribution of 14,359 copies.

In addition to copies of the *Labour Gazette* distributed there were mailed from the Department 200 copies of bound volumes of the *Labour Gazette*; 1,190 copies of the Annual Report of the Department; twelve copies of the Report and Evidence of the Royal Commission appointed to investigate the cause of industrial disputes in British Columbia; four copies of the Report and Evidence of the Royal Commission appointed to inquire into alleged employment of aliens by the Grand Trunk Pacific Railway Company; nine copies of the Report and Evidence of the Royal Commission appointed to inquire into alleged employment of aliens by the Pere Marquette Railway Company; twenty-eight copies of the Report of the Royal Commission appointed to inquire into the influx of Italian labourers into Montreal and alleged fraudulent practices of employment agencies; sixty-five copies of the Report of the Royal Commission appointed to inquire into the dispute between the Bell Telephone Company and its operators at Toronto; 417 copies of the Report of the Royal Commission appointed to inquire into the losses sustained by Chinese population of Vancouver, B.C., by riots, September, 1907; 418 copies of the Report of the Royal Commission appointed to inquire into the losses sustained by the Japanese population of Vancouver, B.C., by riots, September, 1907; 347 copies of the Report of the Royal Commission appointed to inquire into the methods by which Oriental labourers have been induced to come to Canada; 113 copies of the Report of the Royal Commission appointed to inquire into the Industrial Disputes in the Cotton factories of the Province of Quebec; seven copies of the Special investigation of alleged fraudulent practices in England to induce printers to come to Canada; 347 copies of the Report by W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, on mission to England to confer with British authorities on the subject of immigration to Canada from the Orient; forty-one copies of the Report by W. L. Mackenzie King, C.M.G., on the methods adopted in Canada in the carrying out of Government Clothing Contracts; 225 copies of the Report of W. L. Mackenzie King, C.M.G., on the need for the suppression of the Opium Traffic; eighty-four copies of the Report by Mr. F. A. Acland, Deputy Minister of Labour, on Industrial Conditions in the Coal fields of Nova Scotia; 6,018 copies of "Wholesale Prices in Canada, 1890-1909," by Mr.



R. H. Coats, B.A., Associate Editor of the *Labour Gazette*; 166 copies of the Report of the Special Committee of the House of Commons, to which was referred Bill "21" "An Act respecting hours of labour on Public Works"; 121 copies of the Report of the Special Committee of the House of Commons, to which was referred Bill "2" "An Act respecting Industrial and Co-operative Societies"; 168 copies of the "Conciliation and Labour Act, 1906"; 1,618 copies of the "Industrial Disputes Investigation Act, 1907"; 8,245 copies of indices to Volume X and other volumes of the *Labour Gazette*, and in addition to the distribution of these several reports, etc., communications in the nature of miscellaneous publications, documents, circular letters, Acts of Parliament, copies of the "Hansard," forms, and other matter of one kind and another were distributed to the number of 6,869, making a total in all of 199,029 separate communications or publications distributed by the Department through its Distribution Office, in addition to the correspondence of other branches of the Department, during the fiscal year ended March 31, 1911, or an average monthly distribution of 16,585 publications, &c.

The following table is arranged to show by months the number and nature of the publications, &c., distributed from the Distribution office of the Department during the fiscal year, 1910-11.

## SESSIONAL PAPER No. 36

DEPARTMENT OF LABOUR, CANADA,  
STATISTICAL TABLES, XI., A. R. No. 36.TABLE SHOWING NUMBER OF LABOUR GAZETTES AND OTHER DEPARTMENTAL PUBLICATIONS MAILED FROM THE DISTRIBUTION  
OFFICE OF THE DEPARTMENT OF LABOUR DURING THE FISCAL YEAR ENDED MARCH 31, 1911.

Name of Publication.	Months.												Number of Publications distributed 1910-11
	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	
<i>Labour Gazette</i> , Individual copies, Vol. XI., English.	11,462	11,089	11,018	11,500	11,488	11,588	11,278	11,807	12,100	12,200	12,450	11,600	139,580
" " Miscellaneous, " " "	478	300	254	60	300	281	385	572	200	475	1,938	504	5,749
" " Bound Volumes, " " "	6	4	.....	2	4	6	6	4	109	15	16	11	183
" " Individual copies, Vol. XI., French.	2,122	2,118	2,168	2,089	2,011	2,049	2,021	1,900	1,942	1,922	2,100	2,089	24,531
" " Miscellaneous " " "	200	58	54	11	.....	70	62	203	359	160	1,001	100	2,458
" " Bound Volumes, " " "	1	.....	.....	.....	.....	.....	.....	2	.....	12	.....	1	17
Annual Reports, English.....	16	50	21	10	12	55	20	520	85	140	80	72	1,081
" " French.....	7	6	4	3	5	10	10	12	4	12	8	23	109
Report and Evidence of Royal Commission on Industrial Disputes in British Columbia.....	.....	.....	2	.....	.....	.....	3	.....	.....	3	3	1	12
Report and evidence of Royal Commission on employment of aliens by Grand Trunk Pacific Railway Company.....	1	.....	.....	.....	.....	1	.....	.....	.....	.....	1	.....	3
Report and evidence of Royal Commission on employment of aliens by Pere Marquette Railway Company.....	.....	.....	.....	.....	.....	.....	.....	.....	2	3	3	1	9
Report and evidence of Royal Commission on influx of Italians at Montreal and fraudulent practices of employment agencies.....	.....	.....	.....	.....	4	6	4	.....	1	5	3	5	28
Report of Royal Commission on Dispute between Bell Telephone Company and its employees, Toronto, Ont.....	.....	.....	.....	.....	4	7	4	6	4	5	6	2	65
Report of Royal Commission on the losses sustained by Chinese population of Vancouver, B.C., by riots, September, 1907.....	31	26	35	22	50	44	57	27	27	40	39	19	417
Report of Royal Commission on the losses sustained by Japanese population of Vancouver, B.C., by riots, September, 1907.....	31	26	35	22	50	44	57	27	27	41	39	19	418
Report of Royal Commission appointed to inquire into methods by which Oriental labourers have been induced to come to Canada.....	30	25	29	16	49	36	40	24	19	36	25	18	347
Report of Royal Commission appointed to inquire into Industrial Disputes in the cotton factories of the Province of Quebec.....	10	5	10	5	12	15	10	6	4	20	10	6	113
Reports of Special Inquiries:— Investigation of alleged fraudulent practices in England to induce printers to come to Canada.....	.....	.....	.....	.....	.....	.....	6	.....	.....	1	.....	.....	7
Report by Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, on mission to England to confer with British authorities on the subject of immigration to Canada from Orient.....	30	25	29	15	47	36	40	27	19	36	25	18	347





## XIV.—INQUIRIES, CORRESPONDENCE AND OTHER DEPARTMENTAL WORK.

The correspondence which was carried on by the Department of Labour during the past year covered a very wide range of subjects, inclusive not only of matters relative to the administration of the Industrial Disputes Investigation Act, the Combines Investigation Act and the Fair Wages Policy of the Government, and to the collection of labour statistics, but also to many other subjects having to do with labour conditions in Canada and to industrial and social problems in so far as the same relate to conditions in this country. Some of the requests for information were of a nature which called for special investigation by the Department; others had to do with matters before Parliament of interest to labour and to the students of industrial questions. In all cases an effort has been made to satisfy inquiries, whether the same related to matters strictly within the scope of the Department of Labour or not.

In addition to the large distribution which was made from the Department of Labour of the Report entitled: "Wholesale Prices in Canada, 1890-1909" at the time this volume was published, very many requests were subsequently received from different parts of the Dominion, from the United States, and elsewhere for copies of this volume and for information relative to the cost of living in Canada.

Among those to whom copies of the Report were sent on request were the following: the High Commissioner for Canada in London, Eng.; the Committee on Ways and Means of the United States House of Representatives, Washington, D.C.; the Commission of Inquiry on the Cost of Living of the State of Massachusetts; the Bureau of Railway News and Statistics, Chicago; the Consul-General for Belgium, Ottawa; the Acting Consul for Sweden, Montreal; G. R. Askwith, Comptroller General of the Commercial, Labour and Statistical Department of the Board of Trade, London, Eng.; the Secretary of Labour, Wellington, New Zealand; S. D. Gupto, Esq., Statistical Officer of the Prices Inquiry Committee, Calcutta, India; and M. A. van de Sande Bakhuysen, The Netherlands.

Many inquiries were also addressed to the Department relative to the first application under the Combines Investigation Act which became law on May 4, 1910, namely that which related to the existence of an alleged combine in the manufacture and sale of boot and shoemaking machinery between the United Shoe Machinery Company of Canada and certain manufacturers of boots and shoes in this country. The proceedings in this matter received widespread notice both in the press of Canada and of the United States as well as in a number of American magazines and periodicals. Information in regard to the purpose and scope of this law was also furnished to correspondents in different parts of Canada and elsewhere. In the month of December, 1910, a debate was held between the University of North Dakota and the University of Manitoba on the subject of "Resolved that the Combines Investigation Act of 1910 offers the proper remedy for Trusts, Combines, Monopolies and Mergers in Canada and the United States."

Widespread interest was shown in two Bills introduced in the House of Commons by the Minister of Labour, namely; "An Act to prohibit the improper use of Opium and other Drugs" and "An Act to prohibit the Manufacture and Importation of Matches made with White Phosphorus." Many communications were received in respect of both these measures to which reference has been made in earlier chapters of the present report.

The Bill entitled: "An Act respecting the Hours of Labour on Public Works," which was introduced in the House of Commons on November 23, 1910, by Mr.

Alphonse Verville (Maisonneuve), and which was under consideration by both Houses of Parliament during the past winter was also a subject of frequent inquiry. The Department having received frequent inquiry for copies of the report of the special committee of the House of Commons to which a measure on the same subject introduced during the preceding year had been referred, the clerk of the Committee in question kindly forwarded a considerable number of copies for direct distribution by the Department, and many have been sent out in reply to requests for the same.

Among other subjects of inquiry have been the following: Wages, hours, and conditions of employment in various trades and occupations; labour disputes, industrial accidents and diseases, and the means which should be adopted for their prevention; trade unionism in Canada; the Federal and Provincial laws relating to labour; compulsory arbitration; employment agencies; industrial training and technical education; employers' liability; workmen's compensation; child and female labour; opportunities for investment and for employment; prison labour; co-operation; workmen's liens; Canadian Government Annuities; public ownership; and immigration.

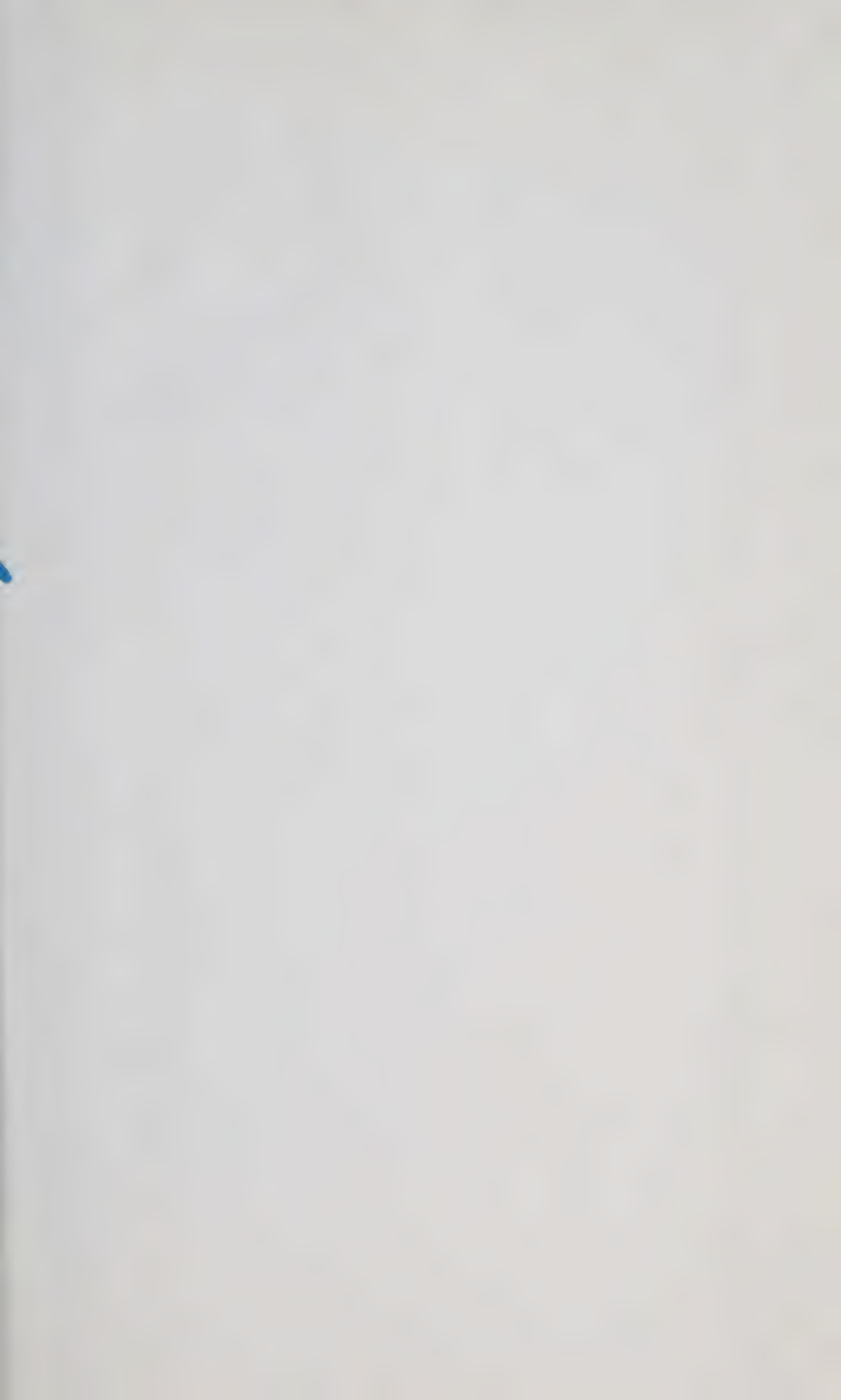
Information was also furnished for use in connection with debates on the following subjects: "Resolved that the protective tariff is the cause of the present high cost of living"; "Resolved that the present unsatisfactory conditions existing in society are due more to defects in the social system than to individual fault"; and the question of the "Open Shop Principle."

During the year several communications were received respecting the Alien Labour Act. Some of these communications contained complaints of alleged violations; others requested information regarding the method of procedure to be followed under this statute. The Alien Labour Act, as originally enacted in 1897 and amended in 1898, required that no proceedings should be instituted thereunder without the consent of the Attorney-General of Canada or of some person duly authorized by him, but it was found that this method made it difficult for persons who believed themselves to have suffered through violations of the Act to secure immediate redress, and the statute was accordingly further amended so that parties desirous of bringing suit might proceed in the local courts without reference to the Federal authorities. The Act was also amended in such other respects as experience had shown desirable, and appears in the Revised Statutes of Canada, 1906, as Chapter 97, Volume II, page 1753, "An Act respecting the Importation and Employment of Aliens." Reference was made in the *Labour Gazette* to actions instituted during the year in the case of alleged infringement of the Act.

















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